

Peran work engagement dalam memediasi pengaruh workplace fun terhadap employee voice behavior = The mediating role of work engagement on the relationship between workplace fun and employee voice behavior

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Abstrak

ABSTRAK

Nama	:	Tedi Gunawan
Program Studi	:	Pascasarjana Ilmu Manajemen
Judul	:	Peran <i>Work Engagement</i> dalam Memediasi Pengaruh <i>Workplace Fun</i> Terhadap <i>Employee Voice Behavior</i>
Pembimbing	:	Ir. Aryana Satria, M.M., Ph.D.

Penelitian ini dilakukan untuk menguji peran *work engagement* dalam memediasi pengaruh *workplace fun* terhadap *employee voice behavior*. Data diperoleh dari 209 responden yang bekerja pada industri farmasi. Berdasarkan hasil analisis data dengan menggunakan metode *Structural Equation Modelling* (SEM) Lisrel 8.7, diketahui bahwa *work engagement* berperan dalam memediasi pengaruh *workplace fun* terhadap *employee voice behavior*. Sebagai tambahan, ditemukan bahwa semua jenis *workplace fun* yang terdiri dari *fun activities*, *coworker socializing* dan *manager support for fun* berpengaruh positif dan signifikan terhadap *work engagement*, namun hanya *coworker socializing* yang berpengaruh signifikan dan positif terhadap *constructive voice behavior* dan hanya *coworker socializing* dan *manager support for fun* yang berpengaruh signifikan dan negatif terhadap *destructive voice behavior*.

ABSTRACT

Nama	:		Tedi Gunawan
Study Program	:	Graduate School of Management	
Title	:	The Mediating Role of Work Engagement on The Relationship Between Workplace Fun and Employee Voice Behavior	
Counsellor	:	Ir. Aryana Satria, M.M., Ph.D.	

height="0"><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr></tbody></table><p> </p><p>This study examines the role of work engagement as a mediator between workplace fun and employee voice behavior. Data was collected from 209 respondents who worked at pharmaceutical industry. Based on the data analyzed by Structural Equation Modelling (SEM) Lisrel 8.7, work engagement was found to mediate the relationship between workplace fun and employee voice behavior. In addition, each of the three forms of workplace fun which consists of fun activities, coworker socializing and manager support for fun were demonstrated to be significantly and positively related to work engagement. However, only coworker socializing which significantly and positively related to constructive voice behavior and only coworker socializing and manager support for fun which significantly and negatively related to destructive voice behavior.</p>
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