

# Pengaruh fun at work dan participation in decision making terhadap in-role performance dan organizational citizenship behavior dengan mediasi work engagement = The effect of fun at work and participation in decision making on organizational citizenship Bbehavior and in-role performance through work engagement as mediator

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## Abstrak

Penelitian ini dilakukan untuk menguji pengaruh fun at work dan participation in decision making terhadap in-role performance dan extra role performance atau yang dikenal pula sebagai organization citizenship behavior dengan mediasi work engagement terhadap pegawai di salah satu lembaga keuangan negara di Indonesia. Peneliti menggunakan pendekatan kuantitatif dengan metode survei yang dilakukan secara online terhadap 370 orang responden yang ditentukan dengan metode purposive sampling, yaitu terhadap pegawai pangkat Staf sampai dengan Asisten Direktur yang berasal dari lintas departemen di lembaga keuangan negara XYZ. Analisis uji pengukuran dilakukan menggunakan pendekatan Structural Equation Model (SEM) dengan aplikasi Lisrel 8.7. Temuan dalam penelitian ini adalah fun at work di lembaga keuangan negara XYZ secara signifikan berpengaruh positif terhadap work engagement pegawai namun tidak berpengaruh positif terhadap in-role performance dan organization citizenship behavior. Selain itu ditemukan pula bahwa work engagement berpengaruh positif terhadap in-role performance dan organization citizenship behavior serta work engagement memediasi pengaruh positif fun at work dan participation in decision making terhadap in-role performance dan organization citizenship behavior. Implikasi yang timbul dari penelitian adalah implementasi fun at work dan participation in decision making di lembaga keuangan negara XYZ harus diiringi oleh penciptaan work engagement yang tinggi sehingga mencapai target job performance yang diinginkan.

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The purpose of this thesis is to examine the influence of fun at work and participation in decision making on extra role performance or organization citizenship behavior and <em>in-role performance through work engagement as mediator in one of financial state institution in Indonesia. This research employed a quantitative approach using online surveys to 370 respondents at financial state insitution XYZ, determined by purposive sampling method, limited to employees who have position as a Staf until Assistant Director. Analysis of the measurement test was carried out using Structural Equation Model with the application of Lisrel 8.7. The findings from this research were fun of work in financial state insitution of XYZ had a positive effect on work engagement, nevertheless it had no positive effect on the in-role performance and organization citizenship behavior. The other findings were the work engagement had a positive effect on the in-role performance and organization citizenship behavior as well as work engagement mediated the positive effect of fun at work and participation in decision making on the in-role performance and organization citizenship behavior. The implication arising from this research is that the implementation of fun work and participation in decision making in the financial state institution XYZ must be accompanied by the creation of high work engagement so as to achieve the desired job performance as targeted.