

# Pengaruh Work Autonomy, Workplace Spirituality dan Work Engagement terhadap Task Performance: Peran Mediasi Innovative Work Behavior Studi Kasus Pada Karyawan Generasi Milenial di Indonesia = The Effect of Work Autonomy, Workplace Spirituality and Work Engagement, on Task Performance: The Mediating Role of Innovative Work Behavior Case Study on Millennial Employees in Indonesia

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## Abstrak

Tujuan dari penelitian ini adalah untuk menguji dampak work autonomy dan workplace spirituality terhadap innovative work behavior dan work engagement untuk selanjutnya menguji dampak dari work engagement terhadap task performance melalui mediasi innovative work behavior. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modeling (SEM) untuk memeriksa kecocokan keseluruhan model menguji kausalitas antar konstruk. Sebanyak 716 karyawan Milenial di berbagai industri di Indonesia berpartisipasi menjadi sampel penelitian. Hasil penelitian ini mengungkapkan bahwa workplace spirituality memiliki efek positif pada innovative work behavior karyawan baik secara langsung maupun tidak langsung melalui work engagement. Namun, work autonomy tidak memiliki pengaruh langsung yang signifikan terhadap innovative work behavior, sehingga hanya dapat dipengaruhi secara tidak langsung melalui work engagement. Secara lebih lanjut, terdapat pengaruh yang signifikan antara work engagement dan task performance melalui innovative work behavior baik secara langsung maupun tidak langsung. Studi ini menunjukkan bahwa work autonomy dan workplace spirituality yang tinggi akan meningkatkan work engagement dan mempromosikan innovative work behavior yang pada akhirnya dapat meningkatkan kinerja tugas karyawan. Implikasi manajerial terkait dengan work autonomy, workplace spirituality, work engagement, innovative work behavior dan task performance juga akan dibahas dalam penelitian ini.

.....The aim of this study is to examine the effect of work autonomy and workplace spirituality on innovative work behavior and work engagement to further consider the impact of work engagement on task performance through mediating innovative work behavior. Data were collected through an online questionnaire and analyzed using Structural Equation Modelling (SEM) to test the overall fitness of model and causality between each construct. A total of 716 Millennial employees in various industries in Indonesia participated as research sample. The results of this study revealed that workplace spirituality had a positive effect on innovative work behavior of employees both directly and indirectly through work engagement. However, work autonomy had no significant direct effect on innovative work behavior. Thus, it can only be affected indirectly through work engagement. Moreover, there was significant effect between work engagement and task performance through innovative work behavior both directly and indirectly. This study indicated that high level of work autonomy and workplace spirituality will improve the level of work engagement and promote innovative work behavior which ultimately enhance task performance of employee. Managerial implications related to work autonomy, workplace spirituality, innovative work behavior, and task performance will also be discussed in this study. <i/>