

Pengaruh Teleworking terhadap Work Engagement dengan Mediasi Job Resources dan Psychological Empowerment pada Karyawan BUMN di Indonesia = Effect of Teleworking on Work Engagement with Job Resources and Psychological Empowerment as Mediator: Study on Employees of State-owned Enterprises (BUMN) in Indonesia

Dini Afdillah, author

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Abstrak

Penelitian ini menganalisis pengaruh teleworking, job resources, dan psychological empowerment terhadap work engagement, serta bagaimana peran job resources dan psychological empowerment sebagai mediator. Sampel pada penelitian ini adalah karyawan yang bekerja di perusahaan BUMN di seluruh Indonesia dan sedang menjalankan pekerjaan dari rumah dengan melakukan teleworking yang berjumlah 271 responden. Teknik pengambilan sampel menggunakan non-random sampling dengan teknik purposive sampling dengan cara menyebarkan kuesioner melalui google form melalui berbagai aplikasi seperti social media (LinkedIn, Instagram, Whatsapp) kepada para responden yang memenuhi kriteria. Adapun analisis data dan uji hipotesis pada penelitian ini menggunakan software SPSS 23 dan LISREL 8.8. Hasil dari penelitian ini menunjukkan bahwa penerapan teleworking di masa pandemi saat ini memiliki pengaruh negatif namun tidak signifikan terhadap work engagement karyawan BUMN di Indonesia. Job resources memiliki pengaruh langsung terhadap work engagement karyawan, serta memiliki peran sebagai mediator dalam pengaruh antara teleworking dan work engagement. Selain itu, psychological empowerment memberikan peran mediasi dalam pengaruh job resources terhadap work engagement.

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This study analyzed the effect of teleworking, job resources, and psychological empowerment on work engagement, and how the role of job resources and psychological empowerment as a mediator. The sample in this study were employees who worked in state-owned companies (BUMN) in Indonesia and were working from home by doing teleworking. The sample in this study was 271 respondents using non-random sampling with purposive sampling technique by distributing questionnaires via google form through various applications such as social media (LinkedIn, Instagram, Whatsapp) to respondents who met the criteria. The data analysis and hypothesis testing in this study used SPSS 23 and LISREL 8.8 software. The results of this study indicate that teleworking during this current pandemic has a negative but insignificant effect on the work engagement of BUMN employees in Indonesia. Job resources have a direct influence on employee work engagement, and have a role as a mediator in the influence between teleworking

and work engagement. In addition, psychological empowerment had a significant influence in mediating the effect of job resources on work engagement