

# Analisis praktik Job Crafting sebagai mediator dari perubahan kondisi kerja dan empowering leadership terhadap work engagement dan perceived job performance dalam masa Pandemi Covid-19 di PT KAI Logistik = Job Crafting analysis as mediator of changes in working conditions and empowering leadership towards work engagement and perceived job performance in the Covid-19 Pandemic at PT KAI Logistik

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## Abstrak

Munculnya perubahan kondisi kerja yang dilakukan oleh sebagian besar organisasi di Indonesia akibat pandemi Covid-19, mengakibatkan organisasi perlu melakukan penyesuaian operasional agar organisasi tetap berjalan dengan tetap menjalankan protokol kesehatan. Penelitian ini bertujuan untuk mengukur praktik job crafting di tengah kondisi perubahan kondisi kerja selama pandemi Covid-19 yang dirasakan oleh karyawan di sebuah perusahaan di industri Logistik. Penelitian ini juga menguji variabel lain yaitu empowering leadership yang diindikasikan merupakan penyebab munculnya job crafting, serta perceived job performance dan work engagement yang muncul sebagai dampak dari job crafting. Peneliti melakukan tinjauan literatur yang tersedia yaitu dokumen kebijakan perusahaan, melakukan wawancara, serta mendapatkan 316 responden yang kemudian diolah dengan software Lisrel dan model pengukuran Structural Equation Modelling (SEM). Hasil yang didapatkan adalah bahwa perceived impact of change dan empowering leadership berpengaruh signifikan terhadap job crafting, serta job crafting menjadi antecedent meningkatnya perceived job performance dan work engagement karyawan selama pandemi Covid-19. Studi ini mencoba menyediakan pandangan baru atas penelitian sebelumnya terhadap job crafting yang merupakan wujud dari sikap proaktif pekerja untuk melakukan job redesign, dengan latar belakang kondisi pandemi Covid-19.

.....The changes of working conditions carried out by most of company in Indonesia due to the Covid-19 pandemic, make the organization must create operational adjustment with regard to health protocols. This study aims to measure the practice of job crafting in the midst of changing working conditions during the Covid-19 pandemic that is felt by employees in a company in the Logistics company. This study also examines other variables, such as empowering leadership which is indicated as the cause of job crafting, and also perceived job performance and work engagement as the impact of job crafting. The researcher reviewed the available literature like company policy, conducted interviews, and got 316 respondents which were then processed using Lisrel software and the Structural Equation Modeling (SEM) measurement model. The results explained that the perceived of change and empowering leadership has a significant effect on job crafting, and job crafting is a driving factor for perceived job performance and work engagement during the Covid-19 pandemic. This study provides a new perspective on previous research on job crafting which is a manifestation of the proactive attitude of workers to do job redesign, in the midst of Covid-19 pandemic.