

Analisis pengaruh persepsi karyawan mengenai tanggung jawab sosial terhadap employee engagement yang dimediasi oleh psychological meaningfulness, psychological safety, psychological availability dan compassion = Analysis of the effect of employees' perceptions of corporate social responsibility on employee engagement mediated by psychological meaningfulness, psychological safety, psychological availability and compassion

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Abstrak

Penelitian ini memiliki tujuan untuk menguji pengaruh persepsi karyawan mengenai tanggung jawab sosial terhadap employee engagement dengan dimediasi oleh psychological meaningfulness, psychological safety, psychological availability dan compassion. Pengumpulan data dilakukan dengan metode kuesioner dan dianalisis dengan Structural Equation Model (SEM). Sampel yang diperoleh sebanyak 216 karyawan Badan Usaha Milik Negara (BUMN). Penelitian ini mengungkapkan bahwa persepsi karyawan mengenai tanggung jawab sosial terhadap employee engagement tidak memiliki pengaruh secara langsung dan hanya dapat dipengaruhi jika dimediasi oleh psychological meaningfulness, psychological availability dan compassion. Psychological safety juga terbukti tidak memediasi pengaruh persepsi karyawan mengenai tanggung jawab sosial terhadap employee engagement. Keterbatasan penelitian ini adalah sampel yang diperoleh dan tingkat objektivitas hasil. Penelitian ini menunjukkan bahwa jika ingin meningkatkan employee engagement, maka perlu dibuat program tanggung jawab sosial yang memperhatikan psychological meaningfulness, psychological availability dan compassion dari karyawan.

.....This study aims to examine the effect of employee perceptions of social responsibility on employee engagement mediated by psychological meaningfulness, psychological safety, psychologic availability and compassion. Data was collected using a questionnaire and analyzed by using the Structural Equation Model (SEM). The samples obtained were 216 employees of Badan Usaha Milik Negara(BUMN). This study reveals that employees' perceptions of social responsibility on employee engagement do not have a direct influence and can only be influenced if mediated by psychological meaningfulness, psychological availability and compassion. Psychological safety was also proven not to mediate the effect of employee perceptions of social responsibility on employee engagement. The limitations of this study are the sample obtained and the level of objectivity of the results. This study shows that if you want to increase employee engagement, it is necessary to create a social responsibility program that pays attention to psychological meaningfulness, psychological availability and compassion of employees.