

Pengaruh Self-Efficacy dan Safety Climate Terhadap Quality of Work Life yang Dimediasi oleh Perceived Fatigue = The Impact of Self-Efficacy and Safety Climate on Quality of Work Life Mediated by Perceived Fatigue

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Abstrak

Quality of work life sangat penting untuk diteliti di PT ACS karena mengalami peningkatan kasus yang mengacu pada indikator quality of work life. Penelitian ini bertujuan untuk menguji pengaruh self-efficacy dan safety climate terhadap quality of work life dan pengaruh tidak langsung melalui mediasi perceived fatigue. Data empiris dikumpulkan dari 628 pelaut di PT ACS, dengan menggunakan metode survei online. Studi ini di analisis menggunakan Structural Equation Modeling (SEM) dan confirmatory factor analysis untuk menguji tujuh hipotesis yang diajukan. Hasil penelitian menunjukkan bahwa Self-efficacy dan safety climate berpengaruh positif terhadap quality of work life secara langsung. Dengan demikian, penelitian ini menunjukkan bahwa self-efficacy dan safety climate penting untuk quality of work life pelaut, memiliki efek langsung positif signifikan. Selain itu, dukungan self-efficacy juga terbukti berpengaruh negatif terhadap perceived fatigue. Lebih lanjut, penelitian ini diharapkan dapat memberikan kontribusi bagi pengambil kebijakan di bidang sumber daya manusia untuk mengidentifikasi self-efficacy dalam rekrutmen dan seleksi talenta serta menciptakan safety climate di tempat kerja untuk meningkatkan quality of work life.

.....Quality of work life is very important to study at PT ACS because there has been an increase in cases that refer to indicators of quality of work life. This study aims to examine the effect of self-efficacy and safety climate on quality of work life and the indirect effect through mediation of perceived fatigue. Empirical data was collected from 628 seafarers at PT ACS, using an online survey method. This study was analyzed using Structural Equation Modeling (SEM) and confirmatory factor analysis to test the seven proposed hypotheses. The results of the study show that self-efficacy and safety climate have a positive effect on the quality of work life directly. Thus, this study shows that self-efficacy and safety climate are important for seafarers' quality of work life, have a significant positive direct effect. In addition, self-efficacy support has also proven to have a negative effect on perceived fatigue. Furthermore, this research is expected to contribute to policy makers in the field of human resources in identifying self-efficacy in talent recruitment and selection and creating a safety climate in the workplace to improve the quality of work life.