

Pengaruh Inclusive Leadership dan Job Crafting terhadap Work Engagement dengan Person-Job Fit Sebagai Variabel Mediasi = Effect of Inclusive Leadership and Job Crafting on Work Engagement with Person-Job Fit as a Mediation Variable

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari inclusive leadership, dan job crafting terhadap work engagement, sekaligus menguji peran mediasi person-job fit. Data yang digunakan dalam penelitian ini adalah data primer yang dikumpulkan melalui survei secara online dari 376 pegawai Direktorat Jenderal Pajak, Kementerian Keuangan, yang berkantor di provinsi DKI Jakarta. Data tersebut dianalisis secara kuantitatif menggunakan Structural Equation Modeling (SEM) dengan perangkat lunak Lisrel untuk mengetahui hubungan antarvariabel. Dari hasil penelitian ini dibuktikan bahwa pengaruh positif inclusive leadership terhadap work engagement, dan job crafting terhadap work engagement. Selain itu, dibuktikan juga pengaruh positif person-job fit terhadap work engagement, pengaruh positif inclusive leadership terhadap person-job fit, serta pengaruh positif job crafting terhadap person-job fit. Sedangkan dalam analisis peran mediasi, ditemukan bahwa person-job fit memediasi secara parsial hubungan antara inclusive leadership terhadap work engagement. Selain itu, dibuktikan juga person-job fit memediasi secara parsial hubungan antara job crafting terhadap work engagement. Hasil penelitian ini adalah untuk membangun perhatian organisasi terkait penciptaan work engagement guna menghadapi perubahan organisasi terutama terkait pembaruan sistem inti administrasi perpajakan. Namun dalam penelitian ini memiliki keterbatasan berupa responden belum tersebar secara proporsional, sehingga penelitian selanjutnya dapat menambah responden untuk mencapai proporsionalitas data serta melakukan penelitian dengan mix method untuk mendapatkan hasil yang komprehensif.

.....This study aims to determine the effect of inclusive leadership and job crafting on work engagement, as well as examine the mediating role of person-job fit. The data used in this study is primary data collected through an online survey of 376 employees of the Directorate General of Taxes, Ministry of Finance, whose offices are in DKI Jakarta province. The data were analyzed quantitatively using Structural Equation Modeling (SEM) with Lisrel software to determine the relationship between variables. From the results of this study it is proven that the positive influence of inclusive leadership on work engagement, and job crafting on work engagement. In addition, it is also proven that the positive effect of person-job fit on work engagement, the positive effect of inclusive leadership on person-job fit, and the positive effect of job crafting on person-job fit. Meanwhile, in the mediation role analysis, it was found that person-job fit partially mediates the relationship between inclusive leadership and work engagement. In addition, it is also proven that person-job fit partially mediates the relationship between job crafting and work engagement. The results of this study are to build organizational attention regarding the creation of work engagement in order to deal with organizational changes, especially related to updating the core tax administration system. However, this study has limitations in the form of respondents not being proportionally dispersed, so that further research can add more respondents to achieve proportionality of the data and conduct research using a mixed method to obtain comprehensive results.