

Pengaruh Job Crafting terhadap Work Engagement dan Job Satisfaction ,dengan Mindfulness sebagai Variabel Mediasi (Studi pada Aparatur Sipil Negara di Instansi Pusat) = The Effect of Job Crafting on Work Engagement and Job Satisfaction with Mindfulness as a Mediating Variable (Study on State Civil Apparatus in Central Institutions)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh job crafting terhadap work engagement dan job satisfaction, serta menguji peran mindfulness sebagai variable mediasi terhadap hubungan job crafting dengan engagement dan satisfaction pegawai. Work engagement dan job satisfaction menjadi penting bagi organisasi mengingat sudah banyak penelitian yang menunjukkan adanya hubungan yang positif antara kedua hal tersebut dengan kinerja pegawai yang dampaknya ke performa organisasi. Penelitian ini dilakukan pada Aparatur Sipil Negara yang bekerja di instansi pusat. Data primer diperoleh melalui kuesioner dengan jumlah responden sebanyak 362 responden yang bekerja di lebih dari 14 (empat belas) Kementerian di Indonesia. Penelitian dengan 4 (empat) hipotesis dirumuskan dengan merujuk penelitian-penelitian sebelumnya dan diuji menggunakan structural equation model (SEM) dengan menggunakan perangkat lunak LISREL 8.8. Hasil penelitian ini memperkuat sekaligus memperkaya penelitian sebelumnya kembali bahwa job crafting memiliki pengaruh yang positif terhadap work engagement dan job satisfaction. Namun, peran mediasi mindfulness tidak dapat dikonfirmasi pada penelitian yang mengambil subjek para pegawai pemerintahan ini. Beberapa masukan kepada organisasi juga dibahas atas hasil penelitian yang diperolehThis study aims to determine the effect of job crafting on work engagement and job satisfaction, and to examine the role of mindfulness as a mediating variable on the relationship between job crafting and employee engagement and satisfaction. Work engagement and job satisfaction are important for organizations considering that there have been many studies that have shown a positive relationship between these two things and employee performance which has an impact on organizational performance. This research was conducted on State Civil Servants who work in central agencies. Primary data were obtained through a questionnaire with a total of 362 respondents who worked in more than 14 (fourteen) Ministries in Indonesia. Research with 4 (four) hypotheses was formulated by referring to previous studies and tested using a structural equation model (SEM) using LISREL 8.8 software. The results of this study reinforce and enrich previous research again that job crafting has a positive effect on work engagement and job satisfaction. However, the mediating role of mindfulness cannot be confirmed in this study which took the subject of government employees. Several inputs to the organization were also discussed based on the research results obtained.