

Pengaruh Employee Engagement terhadap Job Performance melalui Mediasi Employee Psychological Wellbeing (Studi pada Karyawan PT Mitra Kiara Indonesia) = The Influence of Employee Engagement on Job Performance through Employee Psychological Wellbeing as a Mediating Variable (Study of PT Mitra Kiara Indonesia Employees)

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Abstrak

Pada era disruptif seperti sekarang ini, mengharuskan perusahaan perlu memiliki sumber daya manusia yang unggul serta berupaya untuk dapat mengoptimalkan job performance para karyawannya. Job performance dapat ditingkatkan dari adanya pengaruh employee engagement dan employee psychological wellbeing. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh employee engagement terhadap job performance melalui mediasi employee psychological wellbeing sebagai variabel mediasi pada karyawan PT Mitra Kiara Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dan menyebarkan kuesioner Google Form kepada 117 responden yang merupakan karyawan tetap di PT Mitra Kiara Indonesia yang sudah bekerja minimal selama enam bulan dengan Teknik penarikan sampel berupa total sampling. Analisis data dilakukan dengan analisis regresi sederhana, uji interaksi, dan uji sobel. Hasil penelitian menunjukkan bahwa terdapat pengaruh antara employee engagement dan job performance melalui mediasi employee psychological wellbeing. Penelitian ini membuktikan bahwa employee engagement mampu memengaruhi secara positif kepada employee psychological wellbeing yang memicu peningkatan job performance secara signifikan.

.....In a disruptive era like today, companies need to have superior human resources and strive to optimize their employees' job performance. Job performance can be enhanced by influencing employee engagement and employee psychological wellbeing. The aim of this research is to analyze the influence of employee engagement on job performance through mediation of employee psychological wellbeing as a mediating variable for PT Mitra Kiara Indonesia employees. This research uses a quantitative approach and distributes a Google Form questionnaire to 117 respondents who are permanent employees at PT Mitra Kiara Indonesia who have worked for a minimum of six months using a sampling technique in the form of total sampling. Data analysis was carried out using simple regression analysis, interaction tests, and Sobel tests. The research results show that there is an influence between employee engagement and job performance through mediation of employee psychological wellbeing. This research proves that employee engagement can positively influence employee psychological wellbeing which triggers increased job performance significantly.