

# Hubungan antara Playful Work Design dan Thriving at Work: Peran Kompleksitas Kerja Karyawan Perusahaan Rintisan = The Relationship Between Playful Work Design and Thriving at Work: The Role of Job Complexity for Startup Employees

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## Abstrak

Karyawan perusahaan rintisan memiliki tuntutan kerja yang lebih tinggi yang menuntut tersedianya sumber daya yang dapat meningkatkan thriving at work agar dapat mencapai tujuan bekerjanya. Penelitian ini menggunakan kerangka teori Conservation of Resources untuk meneliti interaksi antara playful work design sebagai salah satu sumber daya internal dan kompleksitas kerja sebagai sumber daya eksternal dalam memprediksi thriving at work. Partisipan penelitian merupakan karyawan aktif dari berbagai perusahaan rintisan (N = 292) dengan syarat pendidikan minimal S1 dan masa kerja minimal 1 tahun. Pengambilan data menggunakan convenience sampling. Analisis data dilakukan dengan linear regression pada IBM SPSS versi 29. Hasil penelitian menunjukkan tidak ada peran moderasi yang signifikan dari kompleksitas kerja. Hasil penelitian memberikan implikasi bahwa playful work design merupakan prediktor yang signifikan dari thriving at work meskipun tidak dimoderasi kompleksitas kerja, sehingga perusahaan dapat memberlakukan kebijakan yang mendukung penerapan playful work design dalam pekerjaan.

.....The employees of startups had higher work demands, requiring the availability of resources that could enhance thriving at work to achieve their work goals. This study used the Conservation of Resources theory framework to examine the interaction between playful work design as one internal resource and job complexity as an external resource in predicting thriving at work. The participants in the study were active employees from various startups (N = 292) with a minimum education level of a bachelor's degree and at least one year of work experience. Data were collected using convenience sampling. Data analysis was conducted using linear regression in IBM SPSS version 29. The results of the study indicated that job complexity did not have a significant moderating role. The study's findings implied that playful work design was a significant predictor of thriving at work, even though it was not moderated by job complexity. Therefore, companies could implement policies that support the application of playful work design in the workplace.