

Pengaruh Commuting Mental Effort terhadap Job Performance dengan Positive Commuting Cognitive Appraisal sebagai Moderasi serta Emotional Exhaustion dan Job Burnout sebagai Mediasi pada Karyawan Penglaju Commuter Line B (Jalur Bogor - Jakarta Kota) = The Effect of Commuting Mental Effort on Job Performance with Positive Commuting Cognitive Appraisal as Moderation and Emotional Exhaustion and Job Burnout as Mediation in Commuter Line B (Bogor - Jakarta City Line) Commuting Employees

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Abstrak

Penelitian ini secara garis besar dilakukan untuk mengetahui pengaruh commuting mental effort terhadap job performance pada karyawan penglaju Commuter Line B (Jalur Bogor – Jakarta Kota). Dengan menggunakan pendekatan structural equation modelling (SEM), beberapa temuan dihasilkan dari data yang telah terkumpul dari 387 responden yang dipilih dari total 435 responden setelah melakukan penyaringan untuk memastikan kualitas data. Temuan dalam penelitian ini menunjukkan bahwa emotional exhaustion memiliki pengaruh yang signifikan terhadap job burnout dan job burnout memiliki pengaruh yang signifikan terhadap job performance pada karyawan penglaju Commuter Line B. Selain itu, commuting mental effort ditemukan berpengaruh signifikan secara negatif terhadap job performance. Sementara itu, commuting mental effort tidak memiliki pengaruh yang signifikan terhadap emotional exhaustion, emotional exhaustion tidak memiliki pengaruh yang signifikan terhadap job performance, dan adanya positive commuting cognitive appraisal yang dimiliki karyawan tidak dapat memediasi pengaruh antara commuting mental effort dan emotional exhaustion.

.....This study was mainly conducted to determine the effect of commuting mental effort on job performance on commuter Line B (Bogor - Jakarta Kota Line) employees. Utilizing the structural equation modeling (SEM) approach, several findings were derived from the data collected from 387 respondents, selected from a total of 435 respondents after screening to ensure data quality. The findings in this study indicate that emotional exhaustion has a significant influence on job burnout and job burnout has a significant influence on the emergence of job performance in commuter line B employees. In addition, mental commuting was found to have a significant negative effect on job performance. Meanwhile, commuting mental effort has no significant effect on emotional exhaustion, emotional exhaustion has no significant effect on job performance, and the existence of positive commuting cognitive appraisal owned by employees cannot mediate the relationship between commuting mental effort and emotional exhaustion.