

# Peran Strengths Use Sebagai Mediator Antara Meaningful Work Dan Strengths Based Leadership Terhadap Thriving at Work Pada ASN Kementerian X = The Mediating Role of Strengths Use between Meaningful Work and Strengths Based Leadership on Thriving at Work Among ASN in Ministry X

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## Abstrak

Thriving at work adalah keadaan psikologis di mana individu mengalami pengalaman vitality dan learning di tempat kerja. Penting bagi individu untuk thriving dalam menghadapi tantangan yang muncul di tempat kerja. Menggunakan teori Socially Embedded of Thriving at Work (SEMT), penelitian ini bertujuan untuk menguji faktor-faktor yang berperan dalam thriving at work pada Aparatur Sipil Negara (ASN) di Kementerian X, yaitu meaningful work, strengths-based leadership, dan strength use. Penelitian ini dilakukan pada ASN Kementerian X di Indonesia, dengan partisipan berjumlah 503 orang. Pengumpulan data dilakukan menggunakan survei secara daring. Pengujian validitas instrumen penelitian menggunakan Confirmatory Factor Analysis. Pengujian hipotesis pada penelitian ini menggunakan Structural Equation Modelling dengan software Jamovi 2.0.0. Hasil penelitian ini menunjukkan bahwa: (1) meaningful work dan strengths-based leadership merupakan faktor yang secara signifikan memiliki efek terhadap thriving at work; (2) terdapat efek signifikan antara meaningful work terhadap thriving at work yang dimediasi parsial oleh strengths use; (3) strengths use memediasi secara parsial strengths based leadership dan thriving at work; (4) strengths use berperan sebagai mediator antara meaningful work dan strengths based leadership terhadap thriving at work. Rsquared untuk model penelitian ini sebesar 75% dalam menjelaskan thriving at work. Temuan ini menunjukkan bahwa meaningful work dan strengths-based leadership memainkan peran penting dalam memfasilitasi strengths use untuk meningkatkan thriving at work. Temuan ini diharapkan dapat memberikan pemahaman mengenai thriving at work untuk organisasi pemerintahan khususnya Kementerian X, sehingga dapat menjadi pertimbangan penyusunan kebijakan pengelolaan sumber daya manusia, terutama yang dapat mendorong thriving at work.

.....Thriving at work refers to a psychological condition when individuals have a sense of vitality and learning in their work environment. It is crucial for individuals to thrive for success to effectively overcome work-related challenges. This study utilizes the Socially Embedded Model of flourishing at Work (SEMT) theory to investigate the elements that contribute to thriving at work among State Civil Apparatus (ASN) in Ministry X. Specifically, the study focuses on meaningful work, strengths-based leadership, and strengths use. The research was carried out with a sample size of 503 individuals who were affiliated with Ministry X in Indonesia. Data collection was conducted through an online survey. Confirmatory Factor Analysis (CFA) was employed to assess the validity of the study tools. The process of hypothesis testing was conducted using the Jamovi 2.0.0 program, specifically employing Structural Equation Modeling. The findings of this study suggest that meaningful work and strength-based leadership have a significant impact on thriving at work. Specifically, meaningful work has a direct effect on thriving at work, and this effect is partially influenced by strengths use. Additionally, the use of strengths partially mediates the relationship between strengths-based leadership and thriving at work. Furthermore, strengths use acts as a mediator between

meaningful work and strengths-based leadership in relation to thriving at work. The R-squared value of this study model accounts for 75% of the variability. This finding suggests that engaging in meaningful work and employing strengths-based leadership are crucial factors in fostering the strengths use and thereby improving the overall well-being and success of government organizations, particularly Ministry X. The purpose of this study is to provide support to government agencies, including the Ministry X, in developing Human Resource Management policies that promote a positive work experience and encourage thriving at work.