

Hubungan antara Leisure Crafting dan Thriving at Work: Peran Leisure-to-work Facilitation sebagai Mediator = The Association Between Leisure Crafting and Thriving at Work: The Mediating Role of Leisure-to-work Facilitation

Aurelia Rayna Saraswatia, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920571814&lokasi=lokal>

Abstrak

Penelitian mengenai thriving at work sejauh ini masih banyak berfokus pada faktor dalam domain kerja, sementara peran pengalaman non-kerja belum banyak dikaji. Studi ini menawarkan pendekatan baru dengan menguji pengaruh leisure crafting dari domain non-kerja terhadap thriving at work melalui leisure-to-work facilitation, berdasarkan kerangka teori Conservation of Resources. Desain penelitian ini adalah korelasional menggunakan survei daring dengan teknik pengambilan data convenience sampling dengan cara menyebarkan link survei di media sosial. Partisipan penelitian ini melibatkan karyawan tetap di perusahaan berbasis teknologi (N = 202), dengan usia rata-rata 28 tahun (SD = 5.3). Data dianalisis menggunakan Hayes PROCESS macro versi 4.2 pada software SPSS versi 27. Hasil menunjukkan bahwa leisure crafting memprediksi thriving at work secara positif dan signifikan. Hasil penelitian juga menunjukkan bahwa leisure-to-work facilitation memediasi hubungan antara leisure crafting dan thriving at work. Temuan ini menegaskan bahwa pengalaman di luar kerja dapat mendorong thriving, serta pentingnya pendekatan lintas domain dalam pengembangan karyawan.

.....Research on thriving at work has largely focused on work-related factors, while the role of non-work experiences remains underexplored. This study offers a new approach by examining the influence of leisure crafting, a non-work domain activity, on thriving at work through leisure-to-work facilitation, based on the Conservation of Resources theory. The research employed a correlational design using an online survey and convenience sampling by distributing the survey link via social media. Participants were full-time employees at a technology-based company (N = 202), with an average age of 28 years (SD = 5.3). Data were analyzed using Hayes' PROCESS macro version 4.2 in SPSS version 27. The results showed that leisure crafting positively and significantly predicted thriving at work. Furthermore, leisure-to-work facilitation was found to mediate the relationship between leisure crafting and thriving at work. These findings highlight that non-work experiences can promote thriving and emphasize the importance of a cross-domain approach in employee development.