

Peran Mediasi Job Crafting dan Subjective Well-Being: Studi Terkait Employee Resilience, Agility, dan Innovative Performance Pekerja Generasi Z di Perusahaan Startup = The Mediating Role of Job Crafting and Subjective Well-Being: A Study on Employee Resilience, Agility, and Innovative Performance among Generation Z in Startup Companies

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh subjective well-being, job crafting, employee resilience, dan employee agility terhadap innovative performance pekerja generasi Z di perusahaan startup, serta menguji peran mediasi subjective well-being dan job crafting. Penelitian menggunakan pendekatan kuantitatif dengan pengumpulan data primer melalui desain cross-sectional dan teknik purposive sampling yang melibatkan 260 responden pekerja generasi Z di perusahaan startup wilayah Jabodetabek. Analisis data dilakukan menggunakan Structural Equation Modeling (SEM) dengan bantuan aplikasi Lisrel 8.8 dan SPSS. Hasil penelitian menunjukkan bahwa job crafting memiliki peran mediasi penuh dan komplementer pada hubungan antara employee resilience dan employee agility terhadap innovative performance dan subjective well-being. Selain itu, ditemukan bahwa job crafting berpengaruh langsung secara signifikan terhadap innovative performance, namun tidak melalui subjective well-being sebagai mediator. Sebaliknya, subjective well-being tidak memiliki pengaruh langsung maupun tidak langsung terhadap innovative performance. Temuan ini memberikan implikasi praktis bagi perusahaan untuk mengembangkan potensi inovasi melalui pendekatan berbasis sumber daya manusia, serta kontribusi teoretis dengan menunjukkan bahwa subjective well-being tidak selalu berperan sebagai mediator dalam konteks inovasi kerja.

.....This study aims to analyze the influence of subjective well-being, job crafting, employee resilience, and employee agility on the innovative performance of Generation Z employees in startup companies, as well as examine the mediating roles of subjective well-being and job crafting. A quantitative approach was used to collect primary data through a cross-sectional design and purposive sampling involving 260 Generation Z employees in startup companies across the Jabodetabek area. Data were analyzed using Structural Equation Modeling (SEM) with the support of Lisrel 8.8 and SPSS applications. The results indicate that job crafting acts as a full and complementary mediator in the relationship between employee resilience and employee agility with both innovative performance and subjective well-being. Additionally, job crafting was found to have a significant direct effect on innovative performance, but not through subjective well-being as a mediator. Subjective well-being shows no significant direct or indirect effect on innovative performance, suggesting that psychological well-being may not necessarily drive innovation in the startup work context. These findings offer practical implications for companies to enhance innovation through HR strategies focused on crafting and agility, and provide theoretical contributions by highlighting the limited mediating role of subjective well-being in dynamic work environments.