

Efek mediasi work passion pada hubungan antara self-control dan psychological well-being = The mediating role of work passion on the relationship between self control and psychological well being

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Abstrak

Penelitian ini bertujuan untuk mempelajari efek mediasi work passion yaitu harmonious work passion dan obsessive work passion pada hubungan antara self-control dan psychological well-being. Penelitian-penelitian terdahulu menunjukkan bahwa self-control berkontribusi secara signifikan terhadap psychological well-being, namun terdapat inkonsistensi pada temuan mengenai pengaruh self-control terhadap psychological well-being. Penelitian ini mengajukan hipotesis bahwa harmonious work passion dan obsessive work passion memediasi hubungan antara self-control dan psychological well-being. Data diperoleh dari 202 karyawan non-pemerintah yang berasal dari berbagai industri dan berbagai kota di Indonesia, sedangkan efek mediasi dianalisis menggunakan Process Macro dari Hayes.

Dengan menggunakan Self Determination Theory untuk menjelaskan efek mediasi, hasil penelitian menunjukkan bahwa harmonious work passion memediasi hubungan antara self-control dan psychological well-being secara parsial, sedangkan efek mediasi tidak ditemukan pada obsessive work passion. Implikasi dari penelitian ini dapat ditindaklanjuti dengan membekali karyawan agar mampu menampilkan self-control sehingga karyawan dapat fokus pada pekerjaan dan tujuan utamanya dalam bekerja. Dengan demikian karyawan dapat merasakan work passion yang bersifat harmonious yang mengarah pada terciptanya psychological well-being.

This study aims to investigate the mediating effects of work passion i.e. harmonious work passion and obsessive work passion on the relationship between self control and psychological well being. Previous studies showed that self control significantly contributed to psychological well being, however the findings about the impact of self control on psychological well being were inconsistent. This study hypothesized that harmonious work passion and obsessive work passion mediated the relationship between self control and psychological well being. Data were obtained from the sample of 202 non government sector employees, from various industries and various cities in Indonesia. The mediation effect was analyzed using Hayes' Process Macro.

Using the Self Determination Theory to explain the mediation effect, result showed that harmonious work passion partially mediated the relationship between self control and psychological well being. Whereas obsessive work passion did not mediate the relationship between self control and psychological well being. Implications of this study could be followed up by facilitating employees to be able to perform self control at work, so that employees could focus on their works and main goals in work. Therefore, employees could experience harmonious work passion which leads to psychological well being.