

Afek sebagai mediator pada hubungan antara work passion dan kinerja karyawan = The mediating effect of affect on the relationship between work passion and job performance

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Abstrak

Penelitian ini bertujuan untuk melihat peran mediasi afek pada hubungan antara work passion dan kinerja karyawan. Self-determination theory digunakan sebagai landasan model penelitian ini. Data diperoleh dari 319 karyawan yang bekerja di berbagai perusahaan dengan berbagai jabatan di Indonesia. Dengan menggunakan macro PROCESS Hayes pada IBM Statistics SPSS, ditemukan bahwa terdapat hubungan tidak langsung antara harmonious work passion dan kinerja melalui afek positif. Selain itu, ditemukan pula bahwa afek positif memediasi secara penuh hubungan antara obsessive work passion dengan kinerja.

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This study aims to investigate the mediating role of affect on the relationship between work passion and job performance. This research is based on Self determination theory to explain the relationship among study variables. The data was obtained from 319 employees working in various companies in Indonesia. Using the Hayes rsquo PROCESS macro on IBM Statistics SPSS, it was found that there was an indirect relationship between harmonious work passion and performance through positive affect. In addition, it was also found that positive affect also fully mediate the relationship between obsessive work passion and job performance.