

Analisis pengaruh meaning of work terhadap komitmen organisasi yang dimediasi oleh work engagement pada karyawan generasi y di Jabodetabek = Analysis on the impact of meaning of work toward organizational commitment mediated by work engagement on y generation employees in Jabodetabek

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari meaning of work terhadap ketiga komponen komitmen organisasi yakni affective commitment, continuance commitment, dan normative commitment, serta dengan work engagement sebagai mediasi. Data penelitian diperoleh dari 148 karyawan tetap Generasi Y di Jabodetabek melalui kuesioner online. Hasil penelitian menunjukkan bahwa meaning of work memiliki pengaruh terhadap ketiga komponen komitmen dan work engagement. Sedangkan untuk peran mediasi, digunakan metode causal steps yang dikembangkan oleh Baron dan Kenny 1986, dengan hasil yang menunjukkan bahwa work engagement memediasi secara parsial partial mediation pengaruh meaning of work terhadap affective commitment, sedangkan tidak memediasi pengaruh meaning of work terhadap continuance commitment, dan memediasi secara penuh complete mediation pengaruh meaning of work terhadap normative commitment.

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This study aims to analyze the impact of meaning of work toward three components of organizational commitment, those are affective commitment, continuance commitment, and normative commitment, and also work engagement as mediator. Research data were collected from 148 Y Generation permanent employees in Jabodetabek through online questionnaire. The result of this study performs that meaning of work has an impact toward three components of organizational commitment and also work engagement. Meanwhile to determine mediated result, this study was using causal steps method developed by Baron and Kenny 1986, and the results showed that work engagement is partially mediating the impact of meaning of work toward affective commitment, whereas it is not mediating the influence of meaning of work toward continuance commitment, and it is completely mediating the impact of meaning of work toward normative commitment.