

Peran ketidakamanan kerja terhadap kinerja yang dimediasi oleh work engagement pada karyawan di perusahaan start-up = The role of job insecurity on performance mediated by work engagement on employees at start-up company

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Abstrak

Penelitian ini bertujuan untuk menguji apakah work engagement memediasi hubungan antara ketidakamanan kerja dengan kinerja yang dihasilkan oleh karyawan perusahaan Start-Up di Jakarta. Partisipan dalam penelitian ini berjumlah 124 partisipan dari perusahaan Start-Up di Jakarta. Alat ukur yang digunakan dalam penelitian ini di antaranya adalah Job Insecurity Scale (2017, Task Performance Scale (2017), dan Utrecth Work Engagement Scale (2004). Pengolahan data dalam penelitian ini dilakukan dengan menggunakan SPSS dan PROCESS MICRO Hayes. Hasil dari penelitian ditemukan bahwa work engagement memediasi hubungan antara ketidakamanan kerja dengan kinerja karyawan.

This research aims to test whether work engagement mediates the relationship between work insecurity and the performance produced by employees at Start-Up company. The participant of this research consisted of 124 from Start-Up company in Jakarta. Measuring instruments used in this study include Job Insecurity Scale (2017, Task Performance Scale (2017), and Utrecth Work Engagement Scale (2004). Data processing in this study was conducted using SPSS and PROCESS MICRO Hayes. Results of the study were found that work engagement mediates the relationship between work insecurity and employee performance.