

# Hubungan Antara Kesenangan di Tempat Kerja dan Kepemimpinan Inspirasional Kepada Kebahagiaan Karyawan di Tempat Kerja yang Dimediasi oleh Partisipasi Pekerja dalam Pengambilan Keputusan Studi Kasus Pekerja IT di Jabodetabek = The Relationships of Workplace Fun and Inspirational Leadership Towards Employees Happiness at Work Mediated by Participative Decision Making in Case of IT Workers in Jabodetabek Area

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## Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara workplace fun dan inspirational leadership terhadap happiness at work karyawan ketika hubungan ini dimediasi oleh peran participative decision making sebagai mediatornya. Sampel dari penelitian ini adalah programmers atau pekerja lainnya yang berhubungan dengan IT (Informasi Teknologi) dari rentang umur 24-40 tahun yang bekerja di daerah Jabodetabek. Data tersebut diproses menggunakan metode Structural Equation Modeling (SEM).

Hasil dari penelitian ini menunjukkan bahwa workplace fun dan inspirational leadership dapat secara langsung berpengaruh positif terhadap happiness at work. Sementara peran mediasi oleh participative decision making tidak terbukti di penelitian ini.

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This research aims to examine the relationship between workplace fun and inspirational leadership towards employees happiness at work when its mediated by the variable of participative decision making. The sample of this research is programmers as the knowledge intensive workers in 24-40 years old in Jabodetabek area. The method to process the data was with the Structural Equation Modeling (SEM). The result of this research shows that workplace fun and inspirational leadership directly have positive relationship towards employees happiness at work. As for the mediating effect of participative decision making was not proved to have an effect towards those relationships.