

# Pengaruh Psychological Capital, Work Stress, dan Leader Member Exchange, Terhadap Work Productivity yang Dimediasi Oleh COVID-19 Health Protocol Compliance = THE EFFECT OF PSYCHOLOGICAL CAPITAL, WORK STRESS, LEADERS MEMBER EXCHANGE ON WORK PRODUCTIVITY MEDIATED BY COVID-19 HEALTH PROTOCOL COMPLIANCE

Kurniawan Eka Prayudha, author

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## Abstrak

Situasi pandemi Covid-19 mengharuskan karyawan menerapkan protokol kesehatan di lingkungan kerja sebagai cara untuk mengurangi potensi penularan. Penelitian ini bertujuan untuk menganalisis pengaruh modal psychological capital, work stress & leader member exchange terhadap produktivitas karyawan di PT KAI DAOP 1 wilayah Jakarta yang dimediasi oleh kepatuhan terhadap protokol kesehatan. Belum ada penelitian sebelumnya tentang kepatuhan karyawan terhadap protokol kesehatan covid khususnya di perusahaan transportasi. Teori-teori yang dibahas untuk mendukung penyusunan penelitian ini berupa teori-teori yang berkaitan dengan psychological capital, work stress & leader member exchange, dan productivity karyawan. Responden penelitian ini berjumlah 391 karyawan PT KAI di wilayah Daop 1 Jakarta dengan metode penelitian cross sectional menggunakan kuesioner. Analisis penelitian ini menggunakan SEM dan dilakukan dengan software Lisrel 8.80. Hasil penelitian menunjukkan bahwa ada hubungan antara modal psikologis, stres kerja, dan pertukaran pemimpin anggota terhadap produktivitas karyawan di PT KAI DAOP 1 wilayah Jakarta yang dimediasi oleh kepatuhan terhadap protokol kesehatan.

.....The Covid-19 pandemic situation requires employees to implement health protocols in the work environment as a way to reduce the potential for transmission. This study aims to analyze the influence of psychological capital, work stress, and leader member exchange on employee productivity at PT KAI DAOP 1 Jakarta area which is mediated by compliance with health protocols. There is no prior study about employee's compliance towards covid health protocol, especially in transportation company. The theories discussed to support the preparation of this study are in the form of theories related to psychological capital, work stress, leader member exchange, compliance theory, and employee productivity. This study used respondents in the form of 391 employees of PT KAI in the Daop 1 Jakarta region with a cross-sectional research method using a questionnaire. The analysis of this study used SEM and was carried out with Lisrel 8.80 software. The results showed that there was a relationship between psychological capital, work stress, leader member exchange, and in employee productivity at PT KAI DAOP 1 Jakarta area which is mediated by compliance with health protocols.