

Thriving at Work dan Kesejahteraan Psikologis pada Karyawan yang Bekerja dari Rumah di Masa Pandemi Covid-19: Peran Keterlibatan Kerja sebagai Mediator = Thriving at Work and Psychological Well-being of Employees Who Work From Home During Covid-19 Pandemic: The Mediating Role of Work Engagement

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Abstrak

Pandemi Covid-19 menimbulkan adanya kebijakan untuk menerapkan Bekerja dari Rumah (BDR). Karyawan tidak memiliki pilihan selain mengikuti kebijakan tersebut, karena itu perubahan kondisi dan metode kerja menimbulkan tekanan yang berdampak pada kesejahteraan psikologis para karyawan. Berdasarkan hal itu, kesejahteraan psikologis karyawan perlu diteliti, khususnya pada karyawan BDR di Indonesia pada masa pandemi Covid-19. Penelitian ini juga dilakukan untuk melihat hubungan antara thriving at work dan keterlibatan kerja dengan kesejahteraan psikologis para karyawan BDR di masa pandemi Covid-19, serta peran mediasi keterlibatan kerja. Responden penelitian berjumlah 205 karyawan BDR di Indonesia. Hasil penelitian menunjukkan bahwa thriving at work dan keterlibatan kerja mampu menjadi prediktor dari kesejahteraan psikologis karyawan BDR di Indonesia pada masa pandemi Covid-19. Thriving at work juga dapat menjadi prediktor dari keterlibatan kerja karyawan BDR di Indonesia pada masa pandemi Covid-19. Namun demikian keterlibatan kerja tidak memiliki peran sebagai mediator terhadap hubungan thriving at work dengan kesejahteraan psikologis. Selain itu, partisipan dengan frekuensi BDR sebanyak 1 sampai 2 hari per minggu memiliki skor kesejahteraan psikologis dan thriving at work yang lebih tinggi dibandingkan partisipan dengan frekuensi BDR sebanyak 3 sampai setiap hari per minggu. Hal tersebut sejalan dengan penelitian sebelumnya yang mengatakan bahwa frekuensi BDR menjadi penentu kesejahteraan psikologis para karyawan.

.....Covid-19 pandemic led to implementation of Work from Home (WFH). Employees do not have other choices than to follow the policy, therefore changes in working conditions and methods create pressure that has an impact on the psychological well-being of employees. Therefore, the psychological well-being of employees needs to be re-examined, especially for WFH employees in Indonesia during the Covid-19 pandemic. This research was conducted to see the relationship between thriving at work and work engagement with psychological well-being of Indonesia's employees who work from home and whether work engagement has a mediating role on the relationship between thriving at work and psychological well-being. The participants of this research consist of 205 Indonesian WFH Employees. The results show that thriving at work and work engagement can be the predictors of psychological well-being of employees who work from home in Indonesia during Covid-19 pandemic. In this study, thriving at work can also be a predictor of work engagement of employees who work from home in Indonesia during Covid-19 pandemic. However, work engagement does not have a mediating role on the relationship between thriving at work and psychological well-being. Participants with WFH intensity of 1 to 2 days per week had higher psychological well-being and thriving at work than those of 3 to every day per week. This is in line with previous research which says that the WFH intensity is one of the determinants of the psychological well-being of employees.