

Pengaruh Psychological Capital, Perceived Organizational Support, dan Job Satisfaction Terhadap Work Engagement Karyawan Perusahaan Startup di Indonesia = The effect of Psychological Capital, Perceived Organizational Support, and Job Satisfaction on Work Engagement of Startup Employees in Indonesia

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Abstrak

Selama masa pandemi terdapat banyak perubahan dalam bekerja. Situasi ini juga ternyata berdampak pada work engagement karyawan secara global. Terdapat fenomena terkait work engagement di Indonesia dimana tingkat work engagement berhasil mencapai titik tertingginya pada tahun 2020 namun kemudian mengalami penurunan pada tahun berikutnya. Work engagement sendiri berdasarkan model JD-R (Job Demands-Resources) dipengaruhi oleh 2 faktor yaitu personal resources dan job resources. Dalam penelitian ini akan dianalisa apakah work engagement dapat dipengaruhi oleh psychological capital, perceived organizational support dan job satisfaction. Penelitian ini dilakukan pada tahun 2022 dengan objek karyawan startup yang kerap kali mengalami permasalahan terkait topik. Jumlah startup di Indonesia adalah ke-5 terbanyak di dunia dan berkontribusi cukup besar bagi perekonomian melalui PDB. Penelitian kuantitatif ini bertujuan mengetahui apakah work engagement karyawan startup di Indonesia dapat dipengaruhi secara positif oleh psychological capital, perceived organizational support, dan job satisfaction. Pengujian hipotesis dilakukan dengan mengolah data hasil survei menggunakan teknik SEM melalui aplikasi Lisrel 8.5. Hasil dari penelitian ini menunjukkan bahwa psychological capital mampu berpengaruh positif secara langsung maupun dengan mediasi parsial oleh job satisfaction. Perceived organizational support juga diketahui mampu berpengaruh positif melalui mediasi penuh oleh job satisfaction. Selain itu, job satisfaction sendiri mampu berpengaruh positif terhadap work engagement.

.....During the pandemic there were many changes at work. This situation also has an impact on employee work engagement globally. There is a phenomenon related to work engagement in Indonesia where the level of work engagement managed to reach its highest point in 2020 but then decreased the following year. Work engagement itself based on the JD-R (Job Demands-Resources) model is influenced by 2 factors, namely personal resources and job resources. In this study will be analyzed whether work engagement can be influenced by psychological capital, perceived organizational support, and job satisfaction. This research was conducted in 2022 with the object of startup employees who often experience problems related to the topic. The number of startups in Indonesia is the 5th largest in the world and contributes quite a lot to the economy through GDP. This quantitative study aims to determine whether the work engagement of startup employees in Indonesia can be positively influenced by psychological capital, perceived organizational support, and job satisfaction. Hypothesis testing is done by processing survey data using SEM techniques through the Lisrel 8.5 application. The results of this study indicate that psychological capital can have a positive effect directly or partially mediated by job satisfaction. Perceived organizational support is found to have positive effect through full mediation by job satisfaction. Job satisfaction itself can directly have positive effect on work engagement.