

Hubungan Antara Playful Work Design dan Work-related Flow: Peran Passion Sebagai Moderator = Relationship Between Playful Work Design and Work-related Flow: The Moderating Role of Passion

Yusuf Rizqy Hidayatullah, author

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Abstrak

Pengalaman flow ketika bekerja adalah hal yang penting karena dapat meningkatkan performa, efikasi diri, optimisme, dan variabel positif lainnya. Penelitian terdahulu mencoba menjelaskan pada situasi apa playful work design memprediksi flow secara positif. Penelitian ini bertujuan untuk menginvestigasi peran moderasi harmonious passion dan obsessive passion pada hubungan antara playful work design dan flow. Sebanyak 204 pekerja kerah putih dari perusahaan BUMN di Indonesia berpartisipasi dalam penelitian ini ($M = 30.7$; $SD = 9.72$). Hasil analisis statistik menunjukkan bahwa harmonious passion tidak memiliki efek moderasi yang signifikan pada hubungan antara playful work design dan work-related flow. Sementara itu, obsessive passion juga tidak menunjukkan efek moderasi yang signifikan dalam hubungan tersebut. Hasil penelitian ini menemukan bahwa pekerja yang memiliki harmonious passion dan/atau orientasi playful work design memiliki kecenderungan untuk dapat mengalami pengalaman flow pada pekerjaan.

.....The experience of flow while working was important as it could enhance performance, self-efficacy, optimism, and other positive variables. Previous research attempted to explain under what situations playful work design positively predicted flow. This study aimed to investigate the moderating role of harmonious passion and obsessive passion in the relationship between playful work design and work-related flow. A total of 204 white-collar workers from state-owned enterprises (BUMN) in Indonesia participated in this study ($M = 30.7$; $SD = 9.72$). The results of the statistical analysis showed that harmonious passion did not have a significant moderating effect on the relationship between playful work design and work-related flow. Meanwhile, obsessive passion also did not show a significant moderating effect on this relationship. This study found that workers with harmonious passion and/or an orientation towards playful work design tended to experience flow at work.