

Peran Mediasi Meaningful Work dalam Hubungan antara Work Flexibility dan Strengths Use pada Karyawan Generasi Z = The Mediating Role of Meaningful Work in the Relationship between Work Flexibility and Strengths Use in Generation Z Employees

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Abstrak

Peristiwa yang terjadi selama pandemi Covid-19 telah mengubah dinamika kerja, dengan karyawan Generasi Z. Dengan itu, penting untuk memahami penyesuaian sistem pekerjaan untuk Generasi Z dalam memaksimalkan strengths use karyawan guna memberikan dampak positif terhadap dirinya sendiri dan organisasi. Berdasarkan berbagai penelitian, Generasi Z sangat mempertimbangkan work flexibility dan meaningful work sebagai cara untuk meningkatkan strengths use mereka. Penelitian ini bertujuan untuk mengeksplorasi peran meaningful work sebagai mediator dalam hubungan antara work flexibility dan strengths use pada karyawan Generasi Z. Partisipan penelitian ini terdiri dari 357 karyawan Generasi Z, berusia 21-29 tahun, dengan komposisi 193 laki-laki dan 164 perempuan. Metode yang digunakan adalah kuantitatif non-eksperimental dengan desain within-subject posttest, menggunakan kuesioner yang dianalisis melalui uji korelasi dan regresi mediasi dengan PROCESS Macro (Model 4) di SPSS versi 27. Hasil penelitian menunjukkan meaningful work tidak signifikan dalam memediasi hubungan antara work flexibility dan strengths use ($p < 0.05$). Namun, work flexibility menunjukkan efek negatif signifikan pada strengths use di kategori WFH, WFO, dan working time flexibility tinggi. Hasil ini menunjukkan bahwa pengaruh work flexibility terhadap strengths use bervariasi tergantung pada kondisi tempat dan waktu kerja, dan peran mediasi meaningful work tidak terbukti signifikan. Berdasarkan hasil penelitian ini, penting untuk perusahaan menyeimbangkan fleksibilitas dan rigiditas sistem pekerjaan.

.....The events that occurred during the Covid-19 pandemic have changed the dynamics of work, especially for Generation Z employees. Therefore, it is important to understand the adjustment of work systems for Generation Z to maximize their strengths use, thereby providing positive impacts for both themselves and the organization. Based on various studies, Generation Z highly values work flexibility and meaningful work as ways to enhance their strengths use. This study aims to explore the role of meaningful work as a mediator in the relationship between work flexibility and strengths use among Generation Z employees. The participants of this study consisted of 357 Generation Z employees, aged 21-29 years, with 193 males and 164 females. The method used was a non-experimental quantitative design with a within-subject posttest design, using questionnaires analyzed through correlation and mediation regression tests with PROCESS Macro (Model 4) in SPSS version 27. The results showed that meaningful work was not significant in mediating the relationship between work flexibility and strengths use ($p < 0.05$). However, work flexibility showed a significant negative effect on strengths use in the categories of WFH, WFO, and high working time flexibility. These results indicate that the influence of work flexibility on strengths use varies depending on the conditions of place and time of work, and the mediating role of meaningful work was not proven significant. Based on these findings, it is important for companies to balance flexibility and rigidity in work systems.