

Pengaruh Servant leadership dengan Meaningfulness Of Work, Job Crafting, dan Person Job Fit sebagai Variabel Mediasi terhadap Work Engagement (Studi pada Anggota Kelompok LumpangSemar di Kota Semarang) = The Effect Of Servant Leadership on Work Engagement with Meaningfulness Of Work, Job Crafting, and Person Job Fit as a Mediation Variable (Case Study: Members Of LumpangSemar in Semarang City)

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Abstrak

Dalam beberapa tahun terakhir, kekhawatiran tentang penurunan prestasi kerja dan dampaknya terhadap kinerja karyawan menjadi fokus utama di Indonesia. Work engagement semakin ditekankan karena berkontribusi pada keunggulan kompetitif organisasi. Sumber daya manusia yang terikat aktif di tempat kerja berkontribusi pada produktivitas dan kesuksesan organisasi. Oleh karena itu, pemahaman terhadap faktor-faktor yang mempengaruhi work engagement menjadi kunci untuk keberhasilan organisasi di era yang semakin kompetitif. Tujuan utama dari penelitian ini adalah untuk menguji bagaimana meaningfulness of work, job crafting, dan person job fit berfungsi sebagai mediator antara servant leadership terhadap work engagement. Data penelitian dikumpulkan melalui penyebaran kuesioner sejumlah 250 terhadap anggota kelompok LumpangSemar dan kuesioner yang kembali sejumlah 250. Pengolahan data dan pengujian hipotesis dilakukan dengan Structural Equation Modelling menggunakan aplikasi SMART PLS 3.0. Penelitian ini memberikan wawasan dan pengetahuan bagi para akademisi maupun praktisi di bidang manajemen sumber daya manusia dan pengembangan organisasi, khususnya untuk memahami determinan atau anteseden dari servant leadership dan job crafting.

.....In recent years, concerns about declining job performance and its impact on employee productivity have become a primary focus in Indonesia. Work engagement is increasingly emphasized as it contributes to the competitive advantage of organizations. Actively engaged human resources in the workplace contribute to the productivity and success of organizations. Therefore, understanding the factors that influence work engagement is key to organizational success in an increasingly competitive era. The main objective of this study is to examine how meaningfulness of work, job crafting, and person-job fit function as mediators between servant leadership and work engagement. The research data were collected through the distribution of 250 questionnaires to members of the LumpangSemar group, with all 250 questionnaires returned. Data processing and hypothesis testing were conducted using Structural Equation Modeling with the SMART PLS 3.0 application. This study provides insights and knowledge for both academics and practitioners in the field of human resource management and organizational development, particularly in understanding the determinants or antecedents of servant leadership and job crafting.