

Peran Psychological Safety dalam Memediasi Hubungan antara Perceived Organizational Support dan Work Engagement pada Karyawan Generasi Z = The Mediating Role of Psychological Safety in the Relationship between Perceived Organizational Support and Work Engagement among Generation Z Employees

Luthfya Anindya Ramadhina, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920571913&lokasi=lokal>

Abstrak

Penelitian mengenai peran psychological safety dalam memediasi hubungan antara perceived organizational support dan work engagement masih terbatas pada sektor tertentu dan belum mengeksplorasi secara spesifik karyawan Generasi Z, yang merupakan kelompok demografis terbesar di Indonesia dengan karakteristik dan ekspektasi kerja yang unik. Penelitian ini bertujuan untuk menguji peran psychological safety dalam memediasi hubungan antara perceived organizational support dan work engagement pada karyawan Generasi Z di Indonesia. Studi ini menggunakan pendekatan kuantitatif dengan desain cross-sectional survey. Partisipan dalam penelitian ini adalah karyawan Generasi Z yang berjumlah 171 orang dan dipilih menggunakan teknik convenience sampling. Alat ukur yang digunakan meliputi Survey of Perceived Organizational Support (SPOS), Psychological Safety Scale, dan Utrecht Work Engagement Scale-9 (UWES-9). Analisis data dilakukan menggunakan uji mediasi melalui aplikasi Jamovi. Hasil penelitian ini menunjukkan bahwa psychological safety tidak berperan sebagai mediator dalam hubungan antara perceived organizational support dan work engagement. Studi ini diharapkan dapat memberikan kontribusi terhadap pengembangan literatur mengenai dinamika work engagement pada karyawan Generasi Z di Indonesia.

.....Research on the role of psychological safety in mediating the relationship between perceived organizational support and work engagement remains limited to certain sectors and has not specifically explored Generation Z employees, who represent the largest demographic group in Indonesia and possess unique work characteristics and expectations. This study aimed to examine the mediating role of psychological safety in the relationship between perceived organizational support and work engagement among Generation Z employees in Indonesia. A quantitative approach was employed using a cross-sectional survey design. This study was conducted with 171 Generation Z employees using a convenience sampling technique. The variables were measured by the Survey of Perceived Organizational Support (SPOS), the Psychological Safety Scale, and the Utrecht Work Engagement Scale-9 (UWES-9). Data were analyzed using mediation analysis through Jamovi. The findings showed that psychological safety did not mediate the relationship between perceived organizational support and work engagement. The results of this study can be useful to expand the literature related to work engagement dynamics among Generation Z employees in Indonesia.