

Peran job crafting terhadap work meaningfulness: Perceived organizational support sebagai moderator

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Abstract. *Work meaningfulness is among other predictors of workplace well-being. This study is aimed to investigate the influence of the ability of employees to redesign their jobs based on their abilities (job crafting) on work meaningfulness with perceived organizational support as a moderator. Job Crafting Scale (JCS), Survey of Perceived Organizational Support (SPOS), and Work and Meaning Inventory (WAMI) are used in this study. An online survey with 173 employees from several provinces in Indonesia revealed job crafting's effect on work meaningfulness ($b = 0,469$; $p < 0.001$). Perceived organizational support moderated job crafting and work meaningfulness with a conditional effect [$b = -0.181$, 95% C.I. $(-0.587, -0.132)$, $p < 0.001$]. Another finding pointed out correlations between age, length of employment at current organization, and job position with work meaningfulness ($p < 0.001$; $p < 0.01$; $p < 0.05$).*

Keywords: *job crafting, perceived organizational support, work meaningfulness*

Abstrak. *Work meaningfulness atau pekerjaan yang bermakna merupakan salah satu prediktor dari well-being karyawan di tempat kerja. Penelitian ini bertujuan untuk menguji peran kemampuan karyawan untuk mendesain ulang pekerjaan sesuai kemampuan (job crafting) terhadap work meaningfulness dengan persepsi dukungan organisasi (perceived organizational support) sebagai moderator. Alat ukur yang digunakan adalah Job Crafting Scale (JCS), Survey of Perceived Organizational Support (SPOS), dan Work and Meaning Inventory (WAMI). Analisis survei daring yang melibatkan 173 karyawan dari berbagai provinsi di Indonesia menunjukkan pengaruh job crafting terhadap work meaningfulness ($b = 0,469$; $p < 0,001$). Perceived organizational support berperan sebagai moderator antara job crafting dan work meaningfulness dengan conditional effect [$b = -0,181$; 95% C.I. $(-0,587; -0,132)$; $p < 0,001$]. Temuan lain menunjukkan hubungan antara usia, lama bekerja, dan posisi dengan work meaningfulness ($p < 0,001$; $p < 0,01$; $p < 0,05$).*

Kata kunci: *job crafting, perceived organizational support, work meaningfulness*