



Sebagian besar partisipan pada penelitian ini bekerja pada bidang administrasi pemerintahan yang memiliki standar kerja yang telah diatur pemerintah sehingga kemungkinan berpengaruh pada kemampuan *job crafting*. Penelitian dapat mempertimbangkan aspek-aspek demografi yang mungkin berpengaruh terhadap *perceived organizational support*, *job crafting*, dan *work meaningfulness* seperti *span of control*, struktur organisasi, dan jenis kepemimpinan. Keluaran berkaitan dengan karier seperti promosi dan gaji juga bisa dijadikan penelitian utama dalam hubungannya dengan *job crafting* karena kurangnya penelitian terkait topik tersebut.

Saran bagi organisasi, agar lebih fokus pada memberi keleluasaan karyawan dalam melakukan *job crafting* atau memberi dukungan pada karyawan dalam meningkatkan *work meaningfulness*. Organisasi tidak perlu berfokus pada keduanya, tetapi cukup salah satu. Selain itu, organisasi dapat membuat program *corporate social responsibility* yang bisa melibatkan karyawan sehingga bisa menjadi sumber untuk melakukan *job crafting* dengan target yang sesuai dengan nilai-nilai organisasi. Organisasi juga perlu memperhatikan perbedaan karakteristik tiap generasi pada karyawan karena masing-masing generasi memiliki kebutuhan, motivasi, serta sikap yang berbeda di tempat kerja.

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**Peran Job Crafting terhadap Work Meaningfulness: Perceived Organizational Support sebagai Moderator**

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