

dalam (Abualigah, dkk., 2021) mengatakan bahwa efek dari *personal resource*, yang memperkenalkan bahwa individu mampu untuk mengendalikan lingkungan kerja dengan tepat ini memang sering diabaikan. Maka dari itu, masih sedikit penelitian yang mengarahkan untuk memeriksa efek interaksi antara *personal resource* dan tuntutan pekerjaan dalam teori JD-R (Grover, dkk., 2017).

Selain itu, keterbatasan dalam penelitian ini adalah hanya berfokus pada satu tuntutan pekerjaan sebagai moderasi. Peneliti selanjutnya dapat memfokuskan tuntutan pekerjaan lain sebagai pemoderasi, seperti variabel tanggung jawab pekerjaan (*job responsibility*) pada pengaruh *quality of work life* dan *anchor virtues* terhadap *work engagement* dari waktu ke waktu.

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