Peran Perceived Organizational Support dalam Memoderasi Hubungan antara Job Crafting dengan Meaningful Work Pada ASN Generasi Milenial
Syifa Rizkiyani, Dr. Sumaryono, M.Si., Psikolog
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Syifa Rizkiyani[1], Sumaryono[2]
[1,2] Fakultas Psikologi, Universitas Gadjah Mada
email: syifarizkiyani@mail.ugm.ac.id[1], sumaryono.cendix@ugm.ac.id[2]

Abstrak

Penelitian ini menguji peran *perceived organizational support* (POS) sebagai moderator dalam hubungan antara *job crafting* dan *meaningful work* pada ASN generasi milenial. Partisipan penelitian berjumlah 375 ASN berusia 30–45 tahun yang bekerja pada kementerian/lembaga. Data dikumpulkan melalui kuesioner daring menggunakan teknik *purposive sampling* dan *snowball sampling*. Instrumen penelitian meliputi *Job Crafting Questionnaire*, *Work and Meaning Inventory*, dan *Perceived Organizational Support Scale*. Data dianalisis menggunakan *Structural Equation Modeling* dengan bantuan JASP setelah model pengukuran dievaluasi melalui *Confirmatory Factor Analysis*. Hasil menunjukkan bahwa *job crafting* berperan positif dan signifikan terhadap *meaningful work* ($\beta = 0.835$; $p < 0.001$). POS juga berperan positif dan signifikan terhadap *meaningful work* ($\beta = 0.079$; $p = 0.012$). Namun, interaksi antara *job crafting* dan POS tidak signifikan ($\beta = -0.024$; $p = 0.184$), sehingga POS tidak terbukti memoderasi hubungan tersebut. Temuan ini menunjukkan bahwa *job crafting* dan POS berkontribusi terhadap *meaningful work* melalui peran langsung masing-masing, bukan melalui mekanisme moderasi.

Kata kunci: *job crafting*, *meaningful work*, *perceived organizational support*, ASN milenial, *Structural Equation Modeling*

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The Role of Perceived Organizational Support in Moderating the Relationship between Job Crafting and Meaningful Work among Millennial Civil Servants

Syifa Rizkiyani[1], Sumaryono[2]
[1,2] Faculty of Psychology, Universitas Gadjah Mada
mail: syifarizkiyani@mail.ugm.ac.id[1], sumaryono.cendix@ugm.ac.id[2]

Abstract

This study examined perceived organizational support (POS) as a moderator in the relationship between job crafting and meaningful work among millennial civil servants. The participants were 375 civil servants aged 30–45 years working in ministries or government agencies. Data were collected through an online questionnaire using purposive and snowball sampling. The instruments included the Job Crafting Questionnaire, the Work and Meaning Inventory, and the Perceived Organizational Support Scale. Data were analyzed using Structural Equation Modeling in JASP after the measurement model was evaluated through Confirmatory Factor Analysis. The results showed that job crafting positively and significantly predicted meaningful work (β = 0.835; p < 0.001). POS also positively and significantly predicted meaningful work (β = 0.079; p = 0.012). However, the interaction between job crafting and POS was not significant (β = −0.024; p = 0.184), indicating that POS did not moderate the relationship. These findings suggest that job crafting and POS contribute to meaningful work through their respective direct effects rather than through a moderation mechanism.

Keywords: *job crafting*, *meaningful work*, *perceived organizational support*, *millennial civil servants*, *Structural Equation Modeling*