



Peranan *Work Meaningfulness* sebagai Moderator Hubungan *Pay Satisfaction* dan *Work Engagement*

Niken Laras Agustina

Indrayanti

Fakultas Psikologi

Universitas Gadjah Mada

ABSTRAK

Work engagement merupakan sebuah topik yang saat ini sedang banyak diteliti oleh kalangan akademisi maupun praktisi karena atribut tersebut berhubungan dengan berbagai perilaku produktif dalam lingkungan kerja, sehingga tidak sedikit peneliti mencoba mencari atribut-atribut yang mampu mempengaruhi maupun berhubungan dengan *work engagement*. Penelitian ini bertujuan untuk menguji peran *work meaningfulness* sebagai moderator dalam hubungan antara *pay satisfaction* dan *work engagement*. Variabel *work engagement* diukur menggunakan UWES, sedangkan variabel *pay satisfaction* diukur menggunakan PSQ, dan variabel *work meaningfulness* diukur menggunakan WAMI. Penelitian ini menggunakan metode kuantitatif berupa survei kepada 94 subjek penelitian. Subjek dalam penelitian ini merupakan karyawan dari PT Bank BRI Cabang Sleman. Analisis data dilakukan dengan menggunakan regresi berjenjang dengan bantuan SPSS. Hasilnya, *work meaningfulness* tidak mampu berperan sebagai moderator dalam hubungan antara *pay satisfaction* dan *work engagement* ($b=0.016$; $p>0.05$). Namun demikian, *work meaningfulness* mampu menjadi *mediator* dalam hubungan antara *pay satisfaction* dan *work engagement*.

Kata Kunci: *Pay satisfaction*, *work meaningfulness*, *work engagement*, moderator.



UNIVERSITAS
GADJAH MADA

Peranan Work Meaningfulness sebagai Moderator Hubungan Pay Satisfaction dan Work Engagement

NIKEN LARAS AGUSTINA, Indrayanti, S.Psi., M.Si., Psikolog

Universitas Gadjah Mada, 2019 | Diunduh dari <http://etd.repository.ugm.ac.id/>

The Role of Work Meaningfulness as Moderator in Relationship Between Pay Satisfaction and Work Engagement

Niken Laras Agustina

Indrayanti

Faculty of Psychology

Universitas Gadjah Mada

ABSTRACT

Work engagement is a topic that is currently being researched by academics and practitioners because it relates to various productive behaviors in the work environment, so that a number of researchers try to look for attributes that can influence or relate to work engagement. This study aims to examine the role of work meaningfulness as a moderator in the relationship between pay satisfaction and work engagement. This research using UWES to measured work engagement, PSQ for pay satisfaction, and WAMI for work meaningfulness. This research used a quantitative method in the form of a survey of 94 research subjects. The subjects in this study were employees of PT Bank BRI Sleman Branch. Data analysis was performed using tiered regression with the help of SPSS. The result shows that work meaningfulness is not be able to act as a moderator in the relationship between pay satisfaction and work engagement ($b = 0.016$; $p > 0.05$). However, work meaningfulness is able to become a mediator in the relationship between pay satisfaction and work engagement.

Keywords: Pay satisfaction, work meaningfulness, work engagement, moderator.