UNIVERSITAS
GADJAH MADA

Peran Person-Job Fit Terhadap Employee Engagement Melalui Mediasi Meaningful Work
ARNIS FATKHI KURNIASARI, Prof. Dr. Thomas Dicky Hastjarjo
Universitas Gadjah Mada, 2017 | Diunduh dari http://etd.repository.ugm.ac.id/

PERAN *PERSON-JOB FIT* TERHADAP *EMPLOYEE ENGAGEMENT* MELALUI MEDIASI *MEANINGFUL WORK*

Arnis Fatkhi Kurniasari

Abstract

*The prior research reveal that employee engagement had implication to job performance both individualy level and organization wide. This aim of this research is to explain the role of person job fit (P-J Fit) towards employee engagement (EE), with mediating role of meaningful work (MW). This study used quantitative non experiment design and survey method would be used to collect data. The instrument in this research are employee engagement scale adapted by Gallup theory, person-job fit scale and Work And Meaning Inventory (WAMI). Then, the data reserach analyzed using regression analysis with mediator. Result of this study revealed that there is positive correlation between P-J fit and MW (R=0,435) P-J fit and EE (R=0,428)and MW toward EE (R=0,817). Furthermore, if the variable meaningful work controlled the obtained result is that meaningful work was a fully mediator in role of P-J fit towards employee engagement (*R=0,090 and P=0,272, p>0,05*). Overall, this study explain that compliance perceived of fit owned by employees with the workforce, encourage someone to felt that his/her job is meaningful and worth to appriciated, this further encourages employee to be an active in the work role and increase a sense of engagement against the company.*
Keywords : Employee Engagement, Person-Job Fit, Meaningful Work

Abstrak

Penelitian sebelumnya mengungkap bahwa *employee engagement* memiliki implikasi terhadap performa kerja pada tingkat individual maupun korporat. Penelitian ini bertujuan untuk menjelaskan peran *person job fit* selanjutnya disebut P-J *Fit* terhadap *employee engagement* (EE) melalui mediasi *meaningful work* (MW). Penelitian ini menggunakan desain penelitian kuantitatif non eksperimen dan pengumpulan data dengan metode survei. Alat ukur dalam penelitian ini berupa skala *employee engagement* yang diadaptasi dari skala Q12 Gallup, skala P-J *Fit*, dan *Work And Meaning Inventory (WAMI)*. Data penelitian dianalisis dengan menggunakan analisis regresi dengan mediator. Hasil dari penelitian adalah adanya hubungan yang positif antara P-J *fit* dengan MW (R=0,435) P-J fit dengan EE (R=0,428) dan MW dengan EE (R=0,817). Selanjutnya, apabila variabel meaningful work dikontrol didapatkan hasil bahwa *meaningful work* memediasi penuh dalam peran P-J *fit* terhadap *employee engagement* (R=0,090 dengan P=0,272, p>0,05). Secara umum hasil ini menjelaskan adanya kesesuaian persepsi fit yang dimiliki karyawan dengan tuntutan pekerjaan, membuat karyawan merasakan pekerjaannya bermakna dan layak untuk dihargai, hal ini selanjutnya mendorong karyawan untuk berperan aktif pada peran kerjanya dan meningkatkan rasa *engagement* pada perusahaan.
Kata kunci : *Employee Engagement, Person-Job Fit, Meaningful Work*