

WORK MEANINGFULNESS SEBAGAI MEDIATOR ANTARA CAREER CALLING DAN WORK ENGAGEMENT

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Abstrak. *Work engagement* adalah salah satu kunci kesuksesan organisasi namun data menunjukkan bahwa tingkat *work engagement* di Indonesia sebesar 15%. Penelitian ini bertujuan untuk menguji hubungan *career calling* dengan *work engagement* yang dimediasi oleh *work meaningfulness*. Responden ($N = 202$, Male 70, Female = 132) penelitian ini adalah pekerja di Indonesia. Metode analisis data yang digunakan adalah *bootstrapping* Hayes. Hasil analisis *bootstrapping* tabel *indirect effect* menunjukkan *BootLLCI* (*lower level confidence interval*) = 0.0181, *BootULCI* (*upper level confidence interval*) = 0.2201. Hasil menunjukkan bahwa *work meaningfulness* mampu memberikan efek mediasi secara parsial dalam hubungan antara *career calling* dengan *work engagement*.

Kata kunci: *career calling*, *work engagement*, *work meaningfulness*.

Abstract. Work engagement is one of the key successes for organizations. However, data show that work engagement in Indonesia is 15%. This research aims to examine the relationship of career calling to work engagement mediated by work meaningfulness. Respondents ($N=202$, Male=70, Female=132) were Indonesian workers. Data analysis applied in this research was Hayes' bootstrapping method. The result shows that bootstrapping tabel indirect effects shown that *BootLLCI* (*lower level confidence interval*) = 0.0181, *BootULCI* (*upper level confidence interval*) = 0.2201. The study shows that work meaningfulness is accepted as partial mediation between career calling and work engagement

Keyword: *career calling*, *work engagement*, *work meaningfulness*.