



Peran *Perceived Organizational Support* dan *Values* terhadap *Work Engagement* dengan *Work Meaningfulness* sebagai Variabel Mediator

*The Role of Perceived Organizational Support and Values in Work Engagement with Work
Meaningfulness as Mediator Variable*

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Abstract. The COVID-19 pandemic has made workers who work at home lose their work focus due to the unclear role of work and the role of family members. This study aims to examine the role of work meaningfulness as a mediator in the role of perceived organizational support and values for work engagement. The research data collection was carried out online and involved 220 workers who worked in various fields. Perceived organizational support is measured by the SPOS scale consisting of 16 items, values measured with the PVQ scale consisting of 21 items, work meaningfulness is measured by the WAMI scale consisting of 10 items, and work engagement is measured by the UWES scale consisting of 17 items. The data analysis in this study used the mediation test. The results in this study showed that work meaningfulness significantly mediates the role of perceived organizational support and self-transcendence dimension of values on work engagement.

Keywords: *Perceived Organizational Support, Values, Work Engagement, Work Meaningfulness*

Abstrak. Pandemi COVID-19 membuat pekerja yang bekerja di rumah kehilangan fokus kerja dikarenakan ketidakjelasan antara peran kerja dan peran sebagai anggota keluarga. Penelitian ini bertujuan menguji peran *work meaningfulness* sebagai mediator dalam peran *perceived organizational support* dan *values* terhadap *work engagement*. Pengumpulan data penelitian dilakukan secara daring dengan melibatkan 220 pekerja yang bekerja di berbagai bidang. *Perceived organizational support* diukur dengan skala SPOS yang terdiri dari 16 aitem, variabel *values* diukur dengan skala PVQ yang terdiri dari 21 aitem, *work meaningfulness* diukur dengan skala WAMI yang terdiri dari 10 aitem, dan *work engagement* diukur dengan skala UWES yang terdiri dari 17 aitem. Analisis data dalam penelitian ini menggunakan uji mediasi. Hasil dalam penelitian menunjukkan bahwa *work meaningfulness* signifikan memediasi peran *perceived organizational support* dan dimensi *self-transcendence* variabel *values* terhadap *work engagement*.

Kata kunci: *Perceived Organizational Support, Values, Work Engagement, Work Meaningfulness*