

**PERAN *PSYCHOLOGICAL EMPOWERMENT* SEBAGAI MEDIATOR PADA
HUBUNGAN ANTARA *ORGANIZATIONAL CLIMATE* DAN *WORK ENGAGEMENT*
PADA PEKERJA *FROZEN FOOD* INDUSTRI**

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ABSTRAK

Sumber daya manusia merupakan faktor yang sangat penting dalam setiap bisnis ketika pekerja bergabung dengan suatu organisasi tempat mereka bekerja, mereka memiliki harapan dan keinginan untuk dapat memenuhi kebutuhannya. Sedangkan organisasi itu sendiri, memiliki harapan yang besar bagi pekerja dalam organisasi dalam mencapai tujuan organisasi. Tujuan dari penulisan ilmiah ini adalah untuk mengetahui peran *Psychological Empowerment* sebagai mediator hubungan antara *organizational climate* dan *work engagement* di industri *frozen food*. Penelitian ini menggunakan metode kuantitatif, dilakukan melalui teknik regresi mediator dan *accidental* sampling. Sebanyak 387 pekerja yang menjawab kuesioner dari skala kuesioner *work engagement* yang diadaptasi dari *Utrecht Work Engagement Scale (UWES)* yang berisi 17 pernyataan yang mencakup tiga dimensi *Work Engagement* yaitu *vigor*, *dedication*, *absorption* dan skala *organizational climate* oleh Kurt Lewin & Spritzer adalah orang yang mengembangkan kuesioner *Psychological Empowerment (JCQ)*. Ada 12 item dan dari empat dimensi yaitu *meaning*, *competence*, *self-determination*, *impact*. Menggunakan analisis regresi mediasi dalam penelitian ini menggunakan *PROCESS V4.0 Procedure for SPSS* oleh Andrew F. Hayes. Hasil penelitian menunjukkan bahwa *Psychological Empowerment* berperan sebagai mediator antara *organizational climate* dan keterlibatan kerja, hal ini menunjukkan bahwa dampak *organizational climate* dan *work engagement* akan meningkat seiring dengan *Psychological Empowerment*. Penelitian ini diharapkan dapat menjadi acuan bagi perusahaan dan karyawan mengenai pentingnya memahami *organizational climate*, *work engagement* dan *Psychological Empowerment*.

Keywords: *Work Engagement, organizational climate and psychological empowerment, frozen food industry*

ORGANIZATIONAL CLIMATE EFFECT ON WORK ENGAGEMENT IN FROZEN FOOD INDUSTRY: THE ROLE OF PSYCHOLOGICAL EMPOWERMENT AS A MEDIATOR

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ABSTRACT

Human resources are a very important factor in every business when workers join an organization where they work, they have hopes and desires to be able to fulfill their needs. While the organization itself, has great expectations for workers in the organization in achieving organizational goals. The purpose of this scientific writing is to determine the role of Psychological Empowerment as a mediator of the relationship between organizational climate and work engagement in the frozen food industry. This study uses quantitative methods, conducted through mediator regression techniques and accidental sampling. A total of 387 workers who answered a questionnaire from the work engagement questionnaire scale adapted from the Utrecht Work Engagement Scale (UWES) which contains 17 statements covering three dimensions of Work Engagement namely vigor, dedication, absorption and organizational climate scale by Kurt Lewin & Spritzer are the people who developed the Psychological Empowerment (JCQ) questionnaire. There are 12 items and from four dimensions, namely meaning, competence, self-determination, impact. Using mediation regression analysis in this study using PROCESS V4.0 Procedure for SPSS by Andrew F. Hayes. The results show that Psychological Empowerment acts as a mediator between organizational climate and work engagement, this indicates that the impact of organizational climate and work engagement will increase along with Psychological Empowerment. This research is expected to be a reference for companies and employees regarding the importance of understanding organizational climate, work engagement and Psychological Empowerment.

Keywords: *Work Engagement, organizational climate and psychological empowerment, frozen food industry*