

ABSTRACT

This study aims to test the established hypothesis about the effect of several variables (independent variables) on other variables in PT API Precision's research in 2022. This study uses quantitative research methods with data collection by questionnaires and observations. Data processing begins with data collection by distributing questionnaires to 128 employees. The data analysis technique used the SEM-PLS (Partial Least Square) application to test the existing hypotheses. This study proves that: 1) Empowering leadership has a positive and significant effect on well-being; 2) Job demand has a positive and significant effect on well-being; 3) Job crafting has a positive and significant effect on well-being; 4) Empowering leadership has a positive and significant effect on employee performance; 5) Job demand has a positive and significant effect on employee performance; 6) Job crafting has a positive and significant effect on employee performance; 7) well-being has a positive and significant effect on employee performance; 8) empowering leadership has a positive and significant effect on employee performance mediated by well-being; 9) job demand has a positive and significant effect on employee performance with well-being mediation; 10) job crafting has a positive and insignificant effect on employee performance with well-being mediation

*Keywords : Empowering Leadership, Job Demand, Job Crafting, Well-being,
Employee Performance, Metal Manufacture.*



ABSTRAK

Penelitian ini bertujuan untuk menguji hipotesis yang telah ditetapkan tentang pengaruh beberapa variabel (variabel bebas) terhadap variabel lain dalam penelitian PT API Precision tahun 2022. Penelitian ini menggunakan metode penelitian kuantitatif dengan pengumpulan data dengan kuesioner dan observasi. Pengolahan data diawali dengan pengumpulan data melalui penyebaran kuesioner kepada 128 karyawan. Teknik analisis data menggunakan aplikasi SEM-PLS (Partial Least Square) untuk menguji hipotesis yang ada. Studi ini membuktikan bahwa: 1) *Empowering leadership* berpengaruh positif dan signifikan terhadap *well-being*; 2) *Job demand* mempunyai berpengaruh positif dan signifikan terhadap *well-being*; 3) *Job crafting* berpengaruh positif dan signifikan terhadap *well-being*; 4) *Empowering leadership* berpengaruh positif dan signifikan terhadap *employee performance*; 5) *Job demand* mempunyai berpengaruh positif dan signifikan terhadap *employee performance*; 6) *Job crafting* berpengaruh positif dan signifikan terhadap *employee performance*; 7) *well-being* berpengaruh positif dan signifikan terhadap *employee performance*; 8) *empowering leadership* berpengaruh positif dan signifikan terhadap *employee performance* dengan dimediasi oleh *well-being*; 9) *job demand* berpengaruh positif dan signifikan terhadap *employee performance* dengan mediasi *well-being*; 10) *job crafting* berpengaruh positif dan tidak signifikan terhadap *employee performance* dengan mediasi *well-being*.

Kata Kunci : *Empowering Leadership, Job Demand, Job Crafting, Well-being, Employee Performance, Metal Manufacture.*

