

ABSTRAK

Elvira Utami Ammar

46119110113

Hubungan Antara *Playful Work Design* dan *Quality of Work Life* pada Pekerja dengan *Emotional Intelligence* sebagai mediator

Laila Meiliyandrie Indah Wardani, Ph.D

Penelitian ini bertujuan untuk mengetahui apakah terdapat peran *Emotional Intelligence* sebagai mediator hubungan *Playful Work Design* dan *Quality of Work Life* pada karyawan di Indonesia. Karyawan yang antusias dengan pekerjaan mereka dan berkomitmen untuk menyelesaikan pekerjaan sangat dibutuhkan oleh perusahaan. Penelitian ini menggunakan metode penelitian kuantitatif dengan teknik convenience sampling. Subjek pada penelitian ini adalah karyawan di Jakarta yang berusia 17-65 tahun. Jumlah responden pada penelitian ini berjumlah 407 responden. Penelitian ini menggunakan analisis deskriptif pada kategori dan analisis inferensial pada uji-uji yang dilakukan. Hasil penelitian ini didapat dari *process V.4.0 Model No 4 By Hayess* dan menunjukkan bahwa *Emotional Intelligence* memiliki peran sebagai mediator hubungan *Playful Work Design* dan *Quality of Work Life* pada pekerja. Berdasarkan hasil tersebut menunjukkan bahwa untuk dapat meningkatkan *Quality of Work Life* pada pekerja dengan menerapkan *Emotional Intelligence* dan *Playful Work Design* dapat membantu dalam meningkatkan *Quality of Work Life* pada pekerja di Indonesia.

Kata Kunci: Playful Work Design, Quality of Work Life, Emotional Intelligence

ABSTRACT

Elvira Utami Ammar

46119110113

Relationship Between *Playful Work Design* and *Quality of Work Life* in Workers with *Emotional Intelligence* as a mediator

Laila Meiliyandrie Indah Wardani, Ph.D

This study aims to determine whether there is a role of *Emotional Intelligence* as a mediator of the relationship between *Playful Work Design* and *Quality of Work Life* among employees in Indonesia. Employees who are enthusiastic about their work and committed to getting the job done are needed by the company. This study uses quantitative research methods with convenience sampling techniques. The subjects in this study were employees in Indonesia aged 17-65 years. The number of respondents in this study amounted to 407 respondents. This study uses descriptive analysis on categories and inferential analysis on tests conducted. The results of this study were obtained from process *V.4.0 Model No. 4 By Hayess* and showed that *Emotional Intelligence* has a role as a mediator of the relationship between *Playful Work Design* and *Quality of Work Life* on employees in Indonesia. Based on these results, it shows that to be able to increase *Quality of Work Life* in employees by implementing *Emotional Intelligence* and *Playful Work Design* can help in increasing *Quality of Work Life* in employees in Indonesia.

Keywords: Playful Work Design, Quality of Work Life, Emotional Intelligence