

ABSTRAK

Nama : Agnesia Anti Puspitaningrum
NIM : 46119210003
Program Studi : Psikologi
Judul : Peran *psychological empowerment* sebagai mediator pada hubungan antara *playful work design* dan *work engagement*
Pembimbing : Laila Meiliyandrie Indah Wardani, Ph.D

Dalam suatu perusahaan yang memiliki karyawan dengan kinerja yang baik itu belum cukup, akan tetapi perusahaan akan lebih membutuhkan apabila karyawan tersebut memiliki *work engagement* yang tinggi. Penelitian ini bertujuan untuk mengetahui apakah terdapat peran *psychological empowerment* pada hubungan *playful work design* dengan *work engagement*. Penelitian ini menggunakan metode penelitian kuantitatif, yang dilakukan melalui teknik regresi mediasi dan menggunakan teknik *convenience sampling*. Subjek penelitian ini yaitu pekerja di Indonesia yang berusia 17-65 tahun. Jumlah responden pada penelitian ini yaitu sebanyak 387 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 *psychological empowerment* memiliki peran sebagai mediator hubungan *playful work design* dan *work engagement*. Hasil penelitian menunjukkan bahwa *Psychological Empowerment* berperan sebagai mediator antara *playful work design* dan *work engagement*, hal ini menunjukkan bahwa dampak *playful work design* dan *work engagement* akan meningkat seiring dengan *psychological empowerment*. Penelitian ini diharapkan dapat menjadi acuan bagi perusahaan dan karyawan mengenai pentingnya memahami *playful work design*, *work engagement* dan *psychological Empowerment*

Kata kunci: *playful work design*, *work engagement*, *psychological Empowerment*

ABSTRACT

Name : Agnesia Anti Puspitaningrum
NIM : 46119210003
Study Program : Psychology
Title Thesis : The role of psychological empowerment as a mediator in the relationship between playful work design and work engagement.
Counsellor : Laila Meiliyandrie Indah Wardani, Ph.D

In a company that has employees with good performance it is not enough, but the company will need more if the employee has high work engagement. This study aims to determine whether there is a role of psychological empowerment in the relationship between playful work design and work engagement. This study uses quantitative research methods, which are conducted through mediation regression techniques and using convenience sampling techniques. The subjects of this study were workers in Indonesia aged 17-65 years. The number of respondents in this study was 387 respondents. This study uses descriptive analysis on the categories and inferential analysis on the tests conducted. The results of this study were obtained from process V.4.0 Model No. 4 By Hayess and showed that psychological empowerment has a role as a mediator of the relationship between playful work design and work engagement. The results showed that Psychological Empowerment acts as a mediator between playful work design and work engagement, this indicates that the impact of playful work design 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 playful work design, work engagement and psychological empowerment.

Keyword: *Playful Work Design, Work Engagement, Psychological Empowerment*