


**PENGARUH *JOB CRAFTING* TERHADAP *EMPLOYEE PERFORMANCE*
DENGAN *WORK ENGAGEMENT* SEBAGAI VARIABEL INTERVENING
PADA KARYAWAN *FRONTLINER* GENERASI Z BANK BUMN
DI WILAYAH DAERAH ISTIMEWA YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *job crafting* terhadap *employee performance* melalui *work engagement* pada karyawan *frontliner* generasi Z bank BUMN di wilayah Daerah Istimewa Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* sejumlah 102 responden. Pengumpulan data primer dilakukan dengan menggunakan metode kuesioner melalui *google form* yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan analisis regresi sederhana dan analisis jalur. Hasil analisis data menunjukkan bahwa *job crafting* berpengaruh positif dan signifikan terhadap *work engagement*, *job crafting* berpengaruh positif dan signifikan terhadap *employee performance*, *work engagement* berpengaruh positif dan signifikan terhadap *employee performance*, dan *work engagement* berhasil memediasi antara *job crafting* terhadap *employee performance*.

Kata Kunci: *Job Crafting, Employee Performance, dan Work Engagement*

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***THE EFFECT OF JOB CRAFTING ON EMPLOYEE PERFORMANCE
WITH WORK ENGAGEMENT AS AN INTERVENING VARIABLE
ON FRONTLINER EMPLOYEES OF GEN Z BUMN BANK
IN THE SPECIAL REGION OF YOGYAKARTA***

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Abstract

The research aims to analyze the effect of job crafting on employee performance through work engagement on generation Z frontliner employees of BUMN banks in the Special Region of Yogyakarta. The method used in sampling was purposive sampling of 102 respondents. Primary data was conducted using a questionnaire method through a google form that have been tested for validity and reliability. The analysis in this research used simple regression analysis and path analysis. The outcomes of the data analysis indicates that job crafting has a positive and significant effect on work engagement, job crafting has a positive and significant effect on employee performance, work engagement has a positive and significant effect on employee performance, and work engagement successfully mediates between job crafting to employee performance.

Keywords : Job Crafting, Employee Performance, and Work Engagement

