

ABSTRAK

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PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*, *JOB CRAFTING* DAN *JOB BURNOUT* TERHADAP *ADAPTIVE PERFORMANCE* DENGAN *WORK ENGAGEMENT* SEBAGAI MEDIASI PADA PT XYZ

(x+ 79 halaman; 15 tabel; 3 gambar; 3 lampiran)

Perkembangan teknologi banyak membawa perubahan besar baik dalam hal persaingan industri maupun cara kerja. Perubahan cara kerja tentu memiliki dampak terhadap karyawan, sehingga karyawan dituntut untuk dapat beradaptasi terhadap perubahan tersebut. Penelitian ini bertujuan untuk menguji pengaruh dari *Perceived organizational support*, *job crafting* dan *job burnout* terhadap *adaptive performance* dengan *work engagement* sebagai mediasi pada PT XYZ. Penelitian ini dilakukan pada 40 orang karyawan yang bekerja di PT XYZ dengan metode yang digunakan adalah kuantitatif menggunakan teknik analisa SEM-PLS. Hasil penelitian menunjukkan bahwa seluruh hipotesis diterima, sehingga *job crafting*, *job burnout* dan *work engagement* memiliki pengaruh signifikan terhadap *adaptive performance*. Begitu juga dengan *Perceived organizational support* yang memiliki pengaruh signifikan terhadap *job crafting*, *job burnout* dan *work engagement*. Hasil pada penelitian ini diharapkan dapat memberi masukan pada pihak manajerial untuk dapat meningkatkan *adaptive performance* pada setiap karyawan sehingga dapat beradaptasi pada lingkungan pekerjaan yang kerap mengalami perubahan.

Referensi : 52 (2013-2023)

Kata Kunci: Persepsi dukungan organisasi, *job crafting*, *job burnout*, *adaptive performance*, *work engagement*

ABSTRACT

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THE INFLUENCE OF *PERCEIVED ORGANIZATIONAL SUPPORT*, *JOB CRAFTING* AND *JOB BURNOUT* ON *ADAPTIVE PERFORMANCE* WITH *WORK ENGAGEMENT* AS *MEDIATION* AT *PT XYZ*

(x+ 79 pages; 15 tables; 3 figures; 3 attachments)

Technological developments have brought about major changes both in terms of industrial competition and ways of working. Changes in the way of working certainly have an impact on employees, so employees are required to be able to adapt to these changes. This research aims to examine the influence of Perceived organizational support, job crafting and job burnout on adaptive performance with work engagement as mediation at PT XYZ. This research was conducted on 40 employees who worked at PT XYZ with the method used was quantitative using the SEM-PLS analysis technique. The research results show that all hypotheses are accepted, so that job crafting, job burnout and work engagement have a significant influence on adaptive performance. Likewise, Perceived organizational support has a significant influence on job crafting, job burnout and work engagement. It is hoped that the results of this research can provide input to managerial parties to improve the adaptive performance of each employee so that they can adapt to a work environment that frequently changes.

References : 52 (2013-2023)

Keywords : Perception of organizational support, job crafting, *job burnout*, *adaptive performance*, work engagement