

ABSTRAK

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PENGARUH *SITUATIONAL LEADERSHIP*, *TEAMWORK* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *WORK ENGAGEMENT* YANG DIMEDIASI OLEH *PSYCHOLOGICAL WELL-BEING* PADA PERUSAHAAN PT.XYZ DKI JAKARTA

(xv+ 155 halaman; 7 gambar; 32 tabel; 72 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *situational leadership*, *teamwork* dan *perceived organizational support* terhadap *work engagement* yang dimediasi oleh *psychological wellbeing* pada perusahaan PT. XYZ DKI Jakarta. Metode penelitian ini menggunakan pendekatan kuantitatif dengan analisis SEM PLS. Subjek dari penelitian ini adalah pegawai dari staf dan barista F&B *retail* yang tersebar di DKI Jakarta. Populasi dalam penelitian ini sebanyak 1148, penarikan sampel menggunakan *non-probability sampling* dan mendapatkan hasil 296 responden. Penyebaran kuesioner secara *online*, dilakukan dengan menggunakan *microsoft form* melalui *aplikasi whatsapp* dan *e-mail*. Hasil penelitian ini menunjukkan bahwa, *Situational of leadership*, *teamwork*, *perceived organizational support* dan *psychological well-being* berpengaruh positif signifikan terhadap *work engagement* pada perusahaan PT. XYZ DKI Jakarta. Selanjutnya *situational of leadership*, *teamwork*, dan *perceived organizational support* berpengaruh terhadap *psychological well-being* karyawan. *Psychological well-being* dapat memediasi pengaruh *situational of leadership*, *teamwork* dan *perceived organizational support* terhadap *work engagement* pada perusahaan PT. XYZ DKI Jakarta. Implikasi dalam dengan meningkatkan sosialisasi kepada rekan kerja, setiap karyawan dapat menumbuhkan sikap positif dan menggali lebih dalam potensi diri, sehingga diharapkan dapat menumbuhkan rasa keterikatan terhadap pekerjaannya. Keterikatan pada pekerjaan diharapkan akan meningkatkan efektivitas karyawan.

Referensi : 148 (2002 - 2024)

Kata Kunci : *Situational Leadership, Teamwork, Perceived Organizational Support, Work Engagement*

ABSTRACT

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THE INFLUENCE OF SITUATIONAL LEADERSHIP, TEAMWORK AND PERCEIVED ORGANIZATIONAL SUPPORT ON WORK ENGAGEMENT MEDIATED BY PSYCHOLOGICAL WELL-BEING IN THE COMPANY PT.XYZ

(xv + 155 pages; 7 figures; 32 tables; 72 appendices)

This research aims to determine the influence of situational leadership, teamwork and perceived of organizational support on work engagement mediated by psychological well-being in PT companies. XYZ DKI Jakarta. This research method uses a quantitative approach with SEM PLS analysis. The subjects of this research were employees from retail F&B staff and baristas spread across DKI Jakarta. The population in this study was 1148, sampling used non-probability sampling and obtained 296 respondents. Distribution of questionnaires online was carried out using Microsoft Form via WhatsApp application and email. The results of this research show that situational leadership, teamwork, perceived organizational support and psychological well-being have a significant positive effect on work engagement at PT companies. XYZ DKI Jakarta. Furthermore, situational leadership, teamwork, and perceived organizational support influence employee's psychological well-being. Psychological well-being can mediate the influence of situational leadership, teamwork and perceived of organizational support on work engagement in PT. XYZ. DKI Jakarta. The implication is that by increasing socialization with co-workers, each employee can develop a positive attitude and delve deeper into their own potential, fostering a greater attachment to their work.

References :148 (2002 - 2024)

Keywords :Situational Leadership, Teamwork, Perceived Organizational Support, Work Engagement