

ABSTRAK

Edelin, Cornelia Abigilia. 2022. Peran work engagement sebagai variabel mediator antara dukungan sosial dan performansi kerja pada organisasi kemahasiswaan. *Skripsi*.

Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui peran *work engagement* sebagai variabel mediator dalam hubungan antara dukungan sosial dan performansi kerja pada organisasi kemahasiswaan. Terdapat empat hipotesis yang diajukan dalam penelitian ini, yaitu 1) terdapat hubungan antara dukungan sosial dan performansi kerja, 2) terdapat hubungan antara *work engagement* dan performansi kerja, 3) terdapat hubungan antara dukungan sosial dan performansi kerja, 4) *work engagement* berperan sebagai mediator dalam hubungan antara dukungan sosial dan performansi kerja. Partisipan dalam penelitian ini adalah 153 pasang anggota organisasi kemahasiswaan. Data diperoleh dengan menggunakan tiga skala. Skala yang pertama adalah skala dukungan sosial yang terdiri dari dua dimensi yaitu, skala jumlah dukungan sosial (5 aitem, $\alpha = 0,813$), dan skala kepuasan terhadap dukungan sosial (5 aitem, $\alpha = 0,838$). Yang kedua adalah skala *work engagement* (9 aitem, $\alpha = 0,861$). Ketiga, skala performansi kerja yang terdiri dari tiga dimensi yaitu, skala performansi tugas (5 aitem, $\alpha = 0,934$), skala performansi kontekstual (8 aitem, $\alpha = 0,905$), dan skala perilaku kerja kontraproduktif (5 aitem, $\alpha = 0,947$). Analisis data tidak dilakukan karena uji asumsi tidak terpenuhi.

Kata kunci: anggota organisasi kemahasiswaan, work engagement, dukungan sosial, performansi kerja.

ABSTRACT

Edelin, Cornelia Abigilia 2022. Work engagement as a mediator variable between social support and job performance among student organization. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This study aimed to determine the role of work engagement as a mediator variable between social support and job performance among student organization. There were four hypotheses in this study. The hypotheses are 1) there is a correlation between social support and job performance, 2) there is correlation between work engagement and job performance, 3) there is correlation between social support and job performance, 4) work engagement performs as a mediator between social support and job performance. The participations were 153 pairs of student organization members. Data were obtained using three scales. The first scale was the social support scale which consist of two dimensions, namely, social support questionnaire number (5 items, $\alpha = 0,813$), and the social support questionnaire satisfaction (5 items, $\alpha = 0,838$). The second scale was work engagement scale (9 items, $\alpha = 0,861$). The third scale was job performance scale which consist of three dimensions, namely, task performance scale (5 items, $\alpha = 0,934$), contextual performance scale (8 items, $\alpha = 0,905$), and counterproductive work behaviour (5 items, $\alpha = 0,947$). Data analysis could not be performed in this research because the assumption was not fulfilled.

Key words: student organization members, work engagement, social support, job performance