The Influence of Work Life Balance and Job Characteristics to Individual Work Performance: The mediating effect of Work Engagement

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ABSTRACT

The focus of work performance measurement is only on task performance, however this concept has been developed to be a multidimensional construct and it is still needed to explore in order to get comprehensive information for employee developing program. The purpose of this study is to elucidate the mediating role of work engagement (WE) in the complex relationship of multidimensional work performance within measures of work life balance and job characteristics. Data were collected from civil servants in Jakarta (N=300), using four scales to measure work performance; work engagement; work life balance; job characteristic and the hypotheses were tested using Structural Equation Model. The result showed that the structural model is supported by empirical data; The influence of work life balance to work performance and also from job characteristic to work performance, both are proven to be mediated by WE. With regarding the multidimensional construct, WE acts as a full mediator in the dimensions of task and contextual performances and as a partial mediator in the dimension of counter productive performance.

Keywords: work engagement, mediator, work life balance, job characteristics and multidimensional work performance.