ABSTRAK

Abdul Rouf, 2026. Pengaruh *Job Crafting* terhadap *Job Performance* dengan *Work Engagement* sebagai Variabel Mediasi pada Karyawan CV Gapura Creative Engineering di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E., M. M.

Penelitian ini bertujuan menguji secara empiris pengaruh *Job Crafting* terhadap *Job Performance* serta peran *Work Engagement* sebagai variabel mediasi pada karyawan CV Gapura Creative Engineering di Kota Madiun. Penelitian menggunakan pendekatan kuantitatif asosiatif dengan teknik sampel jenuh (sensus) terhadap seluruh karyawan yang berjumlah 39 orang. Data dikumpulkan melalui kuesioner berskala Likert 4 poin dan dianalisis menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan bantuan SmartPLS 4. Hasil penelitian menunjukkan bahwa *Job Crafting* berpengaruh positif dan signifikan terhadap *Job Performance* (koefisien jalur 0,523; P-values 0,001) dan terhadap *Work Engagement* (koefisien jalur 0,758; P-values 0,000). *Work Engagement* berpengaruh positif dan signifikan terhadap *Job Performance* (koefisien jalur 0,343; P-values 0,036) serta terbukti memediasi pengaruh *Job Crafting* terhadap *Job Performance* (pengaruh tidak langsung 0,260; P-values 0,041) dengan bentuk mediasi komplementer. Dengan demikian, keempat hipotesis diterima. Temuan ini memperkuat *Job Demands-Resources* (JD-R) *Theory* bahwa perilaku proaktif karyawan dalam menyesuaikan pekerjaannya mampu meningkatkan keterikatan kerja, yang selanjutnya mendorong peningkatan kinerja. Perusahaan disarankan mendorong perilaku *Job Crafting* dan meningkatkan *Work Engagement* karyawan guna mengoptimalkan *Job Performance*.

Kata Kunci: *Job Crafting, Work Engagement, Job Performance,* PLS-SEM

ABSTRACT

Abdul Rouf. 2026. *The Effect of Job Crafting on Job Performance with Work Engagement as a Mediating Variable Among Employees of CV Gapura Creative Engineering in Madiun City*. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M. Advisor (II) Robby Sandhi Dessyarti, S.E., M. M.

This study aims to empirically examine the effect of Job Crafting on Job Performance and the mediating role of Work Engagement among employees of CV Gapura Creative Engineering in Madiun City. The study uses an associative quantitative approach with a saturated sampling technique (census) covering all 39 employees. Data were collected through a questionnaire with a 4-point Likert scale and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4. The results show that Job Crafting has a positive and significant effect on Job Performance (path coefficient 0.523; P-value 0.001) and on Work Engagement (path coefficient 0.758; P-value 0.000). Work Engagement has a positive and significant effect on Job Performance (path coefficient 0.343; P-value 0.036) and significantly mediates the effect of Job Crafting on Job Performance (indirect effect 0.260; P-value 0.041), indicating complementary mediation. Thus, all four hypotheses are accepted. These findings support the Job Demands-Resources (JD-R) Theory, which explains that employees' proactive behavior in adjusting their jobs can increase work engagement, which in turn improves performance. The company is advised to encourage Job Crafting behavior and strengthen employee Work Engagement to optimize Job Performance.

Keywords: *Job Crafting, Work Engagement, Job Performance, PLS-SEM*