

ABSTRAK

Donna Agnesia. 2026. Pengaruh *High-Performance Work System* dan *Supervisor Support* terhadap *Job Crafting* dengan *Autonomous Motivation* sebagai variabel mediasi. Skripsi, Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing I: Dr. Karuniawati Hasanah, S.E., M.M.. Pembimbing II: Ririh Anggraini Setyahety, S.E., M.M.

Perubahan lingkungan kerja yang cepat menuntut karyawan semakin proaktif membentuk pekerjaannya melalui *Job Crafting*, sementara data global menunjukkan penurunan keterlibatan karyawan serta lemahnya kapasitas manajer dalam memberi dukungan kepada bawahannya. Penelitian ini bertujuan memberikan bukti empiris mengenai pengaruh *High-Performance Work System* (HPWS) dan *Supervisor Support* terhadap *Job Crafting* dengan *Autonomous Motivation* sebagai variabel mediasi, pada karyawan kontrak dan tetap di berbagai perusahaan di Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian survei. Data primer dikumpulkan dari 384 responden melalui kuesioner daring dengan teknik *purposive sampling* yang dikombinasikan dengan *snowball sampling*, kemudian dianalisis menggunakan *Structural Equation Modeling-Partial Least Square* (SEM-PLS) berbantuan SmartPLS 4.0. Hasil penelitian menunjukkan HPWS dan *Supervisor Support* berpengaruh positif signifikan terhadap *Job Crafting* dan *Autonomous Motivation*; *Autonomous Motivation* berpengaruh positif signifikan terhadap *Job Crafting* serta memediasi pengaruh HPWS dan *Supervisor Support* terhadap *Job Crafting*. Seluruh hipotesis (H1-H7) dinyatakan diterima.

Kata Kunci: *High-Performance Work System (HPWS)*, *Supervisor Support*, *Job Crafting*, *Autonomous Motivation*, SEM-PLS.

ABSTRACT

Donna Agnesia. 2026. The Influence of High-Performance Work Systems and Supervisor Support on Job Crafting with Autonomous Motivation as a mediation variable. Undergraduate Thesis, Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor I: Dr. Karuniawati Hasanah, S.E., M.M. Supervisor II: Ririh Anggraini Setyahety, S.E., M.M.

The rapidly changing work environment requires employees to be more proactive in shaping their jobs through Job Crafting, while global data show declining employee engagement and weak supervisory capacity to support subordinates. This study provides empirical evidence on the effect of High-Performance Work System (HPWS) and Supervisor Support on Job Crafting with Autonomous Motivation as a mediation variable, among contract and permanent employees across companies in Indonesia. A quantitative survey approach was used. Primary data were collected from 384 respondents via an online questionnaire using purposive combined with snowball sampling, then analyzed using Structural Equation Modeling-Partial Least Squares (SEM-PLS) with SmartPLS 4.0. Results show HPWS and Supervisor Support significantly and positively affect Job Crafting and Autonomous Motivation; Autonomous Motivation significantly and positively affects Job Crafting and mediates the effect of HPWS and Supervisor Support on Job Crafting. All hypotheses (H1-H7) are supported.

Keywords: *High-Performance Work System, Supervisor Support, Job Crafting , Autonomous Motivation, SEM-PLS.*