

The Effects of Work Characteristics and Work Environment on the Employees' Performance with the Intervening Variable In Akademi Maritim Yogyakarta (AMY)

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Abstract

The researcher used Akademi Maritim Yogyakarta (AMY) as the object of this research. It was backgrounded with a reason that there has been a decline in the performance among the employees. This phenomenon then has brought an effect on the decline in the optimality of this institution to generate the cadets that have excellences, competitive spirit and readiness to grow in global society. It also affected the occurrence of boredom at work among the employees that later on could bring an effect on the decline in accreditation. This research aims to observe the effect of work characteristics and work environment on the performance of employees with the boredom as the intervening variable in AMY simultaneously and partially. This research used the quantitative approach, questionnaires as the tool to collect the data, and the sample of all employees of AMY with 75 respondents. The analysis technique used the doubled linear regression. The result of the research showed: (1) the work characteristics had a positive and significant effect on the boredom of employees in Akademi Maritim Yogyakarta.; (2) Work environment had a positive and significant effect on the boredom of performance of employees in Akademi Maritim Yogyakarta, (3) the work characteristic had a positive and significant effect on the performance of employees in Akademi Maritim Yogyakarta: (4) Work environment had a positive and significant effect on the performance of the employees in Akademi Maritim Yogyakarta: (5) the boredom mediated the effect of work characteristics on the performance of employees in Akademi Maritim Yogyakarta. (6) The boredom mediated the effect of the work environment on the performance of the employees in Akademi Maritim Yogyakarta: and (7) the total effect of work characteristics on the performance through the boredom was less than the coefficient of total effect of work environment on the performance through boredom. It can be concluded that the effect of work environment on the performance through boredom was dominant.

Keywords: Work Characteristics, Work Environment, Boredom, Employees' Performance

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