

THE INFLUENCE OF JOB DEMAND, WORK ENTHUSIASM, AND WORK ENVIRONMENT ON MENTAL MODELS WHICH ARE MODERATED BY ADAPTIVE BEHAVIOR IN THE MINISTRY OF INDUSTRY

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ABSTRACT

This study aims to examine the influence of job demand, work enthusiasm, and work environment on mental models, with adaptive behavior as a moderating variable at the Ministry of Industry. The research method used was a quantitative purposive sampling approach by distributing questionnaires to several divisions of the Ministry of Industry, including: bureau of planning, bureau of organization and human resources, bureau of finance, bureau of law, bureau of public relations, and bureau of general. The data obtained was then analyzed using the Structural Equation Modeling Partial Least Square (SEM PLS) method. The research results show that: (1) job demands show a significant influence on mental models; (2) work enthusiasm shows a significant influence on mental models; (3) work environment shows a significant influence on mental models; (4) adaptive behavior moderates the relationship between job demands and mental models; (5) adaptive behavior moderates the relationship between work enthusiasm and mental models.

Keywords: job demand, work enthusiasm, work environment, adaptive behavior, mental models, ministry of industry

PENGARUH *JOB DEMAND*, *WORK ENTHUSIASM*, DAN *WORK ENVIRONMENT* TERHADAP MODEL MENTAL YANG DIMODERASI OLEH *ADAPTIVE BEHAVIOR* DI KEMENTERIAN PERINDUSTRIAN

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ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh *job demand*, *work enthusiasm*, dan *work environment* terhadap model mental, dengan *adaptive behavior* sebagai variabel moderasi di Kementerian Perindustrian. Metode penelitian yang digunakan yaitu pendekatan kuantitatif *purposive sampling* dengan menyebarkan kuesioner kepada beberapa Divisi di Kementerian Perindustrian antara lain: biro perencanaan, biro organisasi dan sumber daya manusia, biro keuangan, biro hukum, biro hubungan Masyarakat, dan biro umum. Data yang diperoleh kemudian dianalisis menggunakan metode *Structural Equation Modeling Partial Least Square (SEM PLS)*. Hasil penelitian menunjukkan bahwa : (1) *job demand* menunjukkan pengaruh yang signifikan terhadap model mental; (2) *work enthusiasm* menunjukkan pengaruh yang signifikan terhadap model mental; (3) *work environment* menunjukkan pengaruh yang signifikan terhadap model mental; (4) *adaptive behavior* memoderasi hubungan antara *job demand* dan model mental; (5) *adaptive behavior* memoderasi hubungan antara *work enthusiasm* dan model mental.

Kata kunci : *job demand*, *work enthusiasm*, *work environment*, *adaptive Behavior*, model mental, kementerian Perindustrian