

ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh deskripsi pekerjaan dan spesifikasi pekerjaan terhadap kinerja karyawan, dengan koordinasi sebagai variabel mediasi. Metode yang digunakan adalah pendekatan kuantitatif dengan populasi penelitian yang mencakup seluruh karyawan PT. Mahakarya Advertising Jaya Abadi sebanyak 32 responden. Analisis data dilakukan menggunakan Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS), yang diproses dengan software SmartPLS 3.0. Deskripsi pekerjaan tidak berpengaruh secara signifikan terhadap kinerja karyawan. Spesifikasi pekerjaan juga tidak memiliki pengaruh langsung yang signifikan terhadap kinerja karyawan. Namun, koordinasi terbukti memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Koordinasi tidak terbukti memediasi hubungan antara deskripsi pekerjaan dan kinerja karyawan, tetapi terbukti menjadi mediator yang signifikan dalam hubungan antara spesifikasi pekerjaan dan kinerja.

Kata kunci: Deskripsi pekerjaan, spesifikasi pekerjaan, koordinasi, kinerja karyawan.

ABSTRACT

This research aims to analyze the effect of job descriptions and job specifications on employee performance, with coordination as a mediating variable. The method used is a quantitative approach with a research population comprising all 32 employees of PT. Mahakarya Advertising Jaya Abadi. Data analysis was conducted using Structural Equation Modeling (SEM) based on Partial Least Square (PLS), processed using SmartPLS 3.0 software. Job descriptions were found to have no significant effect on employee performance. Job specifications also did not have a significant direct effect on employee performance. However, coordination was found to have a positive and significant effect on employee performance. Coordination was not found to mediate the relationship between job descriptions and employee performance, but it was found to be a significant mediator in the relationship between job specifications and performance.

Keywords: Job descriptions, job specifications, coordination, employee performance. performance