

ABSTRACT

This study aims to examine the influence of Job Crafting, Meaningful Work, and Work Passion on Employee Engagement by introducing a new concept, Sinergic Working Congruence, as a mediating variable. The main problem addressed in this research is the low level of Employee Engagement among employees who are graduates of vocational higher education in logistics service companies in Indonesia.

The sample of this study consists of 200 employees selected from Vocational Higher Education graduates. Data were collected and analyzed using Structural Equation Modeling (SEM) with the assistance of the Analysis of Moment Structure (AMOS) software.

The results of the study indicate that Job Crafting does not have a significant effect on Employee Engagement, Job Crafting has a significant effect on Meaningful Work, Meaningful Work has a significant effect on Employee Engagement, Job Crafting has a significant effect on Employee Engagement through Sinergic Working Congruence, Meaningful Work has a significant effect on Employee Engagement through Sinergic Working Congruence, Work Passion does not have a significant effect on Employee Engagement, Work Passion has a significant effect on Employee Engagement through Sinergic Working Congruence, and Sinergic Working Congruence has a significant effect on Employee Engagement.

This study provides theoretical contributions by identifying the crucial role of Sinergic Working Congruence in mediating the relationships between Job Crafting, Meaningful Work, and Work Passion with Employee Engagement. The findings are expected to offer insights for management in logistics companies to develop strategies to enhance employee engagement.

Keyword : *Job Crafting, Meaningful Work, Work Passion, Employee Engagement, Sinergic Working Congruence*

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