

## Hubungan antara Followership dan Employee Engagement pada operator produksi PT. X = The relationship between Followership and Employee Engagement of production operator PT. X

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### Abstrak

Penelitian ini dilakukan untuk mengetahui mengenai hubungan antara followership dan employee engagement pada Operator Produksi PT. X yang dinilai sebagai perusahaan yang berhasil dan tidak terpengaruh isu-isu negatif seputar perburuhan yang biasa terjadi di perusahaan manufaktur sejenis. Pengukuran followership menggunakan Kelley's followership Questionnaire (Kelley, 1992) dan pengukuran employee engagement dengan Utrecht Work Engagement Scale (Schaufeli, 2002). Partisipan adalah 403 orang operator produksi di PT. X diperoleh secara purposive sampling.

Hasil penelitian ini menunjukkan terdapat hubungan positif dan signifikan antara followership dan employee engagement ( $r= 0.392$ ;  $p= 0.000$ , signifikan pada L.o.S 0.01). Artinya, semakin tinggi followership, maka semakin tinggi employee engagement. Dengan demikian, agar menjadi perusahaan manufaktur yang sukses maka salah satu yang harus ditingkatkan adalah employee engagement operator produksi sebagai followers. Selain itu, dimensi followership yang memiliki sumbangan paling besar, yaitu independent critical thinking. Berdasarkan hal tersebut, seorang operator produksi perlu ditingkatkan followership-nya terutama dimensi independent critical thinking sebagai salah satu faktor yang mempengaruhi employee engagement.

.....This research was conducted to find the relationship between followership and employee engagement of production operator PT. X which has considered as a success company and has not affected negative labor issues which commonly happened in similar manufacturing company. The followership was measured using an instrument named Kelley's followership Questionnaire (Kelley, 1992) and the employee engagement was measured using an instrument named Utrecht Work Engagement Scale (Schaufeli, 2002). The Participants of this research are 403 production operators in PT. X by using purposive sampling technique.

The main results of this research show that followership positively related significantly with employee engagement ( $r= 0.392$ ;  $p= 0.000$ , significant at L.o.S 0.01). The implication of this study is the higher followership leads to the higher of employee engagement. Therefore, the results of this study suggest the company to become a success manufacturing company they should raise employee engagement of production operator as followers. In addition, the dimension of followership that has the greatest contribution is independent critical thinking. Based on this, the followership dimension of independent critical thinking of production operator needs to be improved as one of the factors that influence employee engagement.