

Program intervensi untuk meningkatkan work engagement pada PT. XYZ berdasarkan variabel procedural justice, psychological hardiness dan commitment to change = Intervention program to improve work engagement in XYZ company based on variable procedural justice, psychological hardiness and commitment to change / Martina Mariko Nindar Novena

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi faktor yang paling mempengaruhi work engagement serta membuat dan melaksanakan program intervensi melalui program pelatihan. Berdasarkan teori yang ada procedural justice yang termasuk dalam job resources serta psychological hardiness dan commitment to change yang termasuk dalam personal resources memiliki pengaruh terhadap work engagement. Pengukuran melalui sampel penelitian sebanyak 78 karyawan menunjukkan bahwa psychological hardiness dan commitment to change memiliki korelasi yang signifikan terhadap work engagement. Sedangkan berdasarkan analisis pengaruh, hanya psychological hardiness saja yang memiliki pengaruh signifikan terhadap work engagement dimana unique contribution dengan $sr^2 = 0,208$, $p < 0,01$. Peneliti kemudian memfokuskan pada usaha peningkatan work engagement melalui pelatihan pada variabel yang belum memberikan pengaruh yang signifikan yaitu commitment to change. Selain melihat pada signifikansi pengaruh faktor commitment to change, hal ini juga ditentukan oleh pertimbangan praktis perusahaan sebagai salah satu intervensi yang dapat dilakukan pada saat ini untuk mengoptimalkan work engagement pada PT.XYZ. Dari hasil uji signifikansi perbedaan pre-dan post-test, ditemukan bahwa terdapat peningkatan skor yang signifikan dari variabel yang mengalami intervensi (commitment to change) sebelum dan setelah karyawan PT.XYZ diberikan pelatihan. Diharapkan dengan adanya peningkatan commitment to change maka meningkatkan pula work engagement pada diri karyawan.

ABSTRACT

This research aims to identify the factors that most influence work engagement, and create and implement intervention programs through the training program. Based on the existing theory, procedural justice, which is included in job resources, and also psychological hardiness and commitment to change, which is included in the personal resources, have an impact on work engagement. Measurements through 78 employees as sample show that psychological hardiness and commitment to change have a significant correlation to work engagement. On

the other hand, based on the analysis of influence, only psychological hardiness has a significant influence on work engagement, with the unique contribution $sr^2 = 0.208$, $p < 0.01$. The researcher then focused on trying to increase work engagement through training on a variable that has a less significant influence, namely the commitment to change. In addition to looking at the significance of the influence of commitment to change, the focus is also determined by the practical consideration of the company, as one of the interventions that can be done at this time to optimize work engagement at XYZ Company. From the results from tests of significance differences in pre-and post-test, it is found that there is a significant increase in scores before and after the XYZ employees are given training on the variable that was intervened (commitment to change). It is expected that with the commitment to change increase will also increase employees' work engagement.