

Program intervensi untuk meningkatkan work engagement pada PT. XYZ berdasarkan faktor occupational self-efficacy, psychological hardiness dan perceived organizational support = Intervention program to increase work engagement at PT XYZ based on factors occupational self efficacy psychological hardiness and perceived organizational support

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Abstrak

ABSTRAK

Tesis ini terfokus pada usaha untuk meningkatkan keterikatan kerja (work engagement) pada karyawan melalui beberapa variabel prediktor. Berdasarkan penggalan data awal, masalah yang dialami oleh PT. XYZ adalah munculnya gejala-gejala disengagement pada karyawan yang disebabkan oleh proses mutasi yang dilakukan perusahaan. Work engagement karyawan dipengaruhi oleh faktor kepribadian dan pekerjaan. Dalam penelitian ini variabel yang kemudian diteliti besar pengaruhnya terhadap work engagement karyawan yaitu, ketahanan psikologis (psychological hardiness), dan efikasi kerja (occupational self-efficacy) yang termasuk dalam faktor kepribadian dan persepsi karyawan terhadap dukungan yang diberikan oleh organisasi (perceived organizational support) yang termasuk faktor pekerjaan. Penelitian dilakukan terhadap 78 karyawan PT.XYZ dengan menggunakan kuesioner UWES-9, OSE, DRS-Short Scale, dan SPOS yang masing-masing telah dialih bahasakan. Melalui hasil regresi berganda diketahui bahwa variabel psychological hardiness dan occupational self efficacy memberikan pengaruh yang signifikan terhadap work engagement dan variabel perceived organizational support tidak memiliki pengaruh yang signifikan terhadap work engagement karyawan PT.XYZ. Peneliti kemudian membuat program intervensi untuk meningkatkan salah satu variabel yang terbukti mempengaruhi work engagement yaitu occupational self efficacy. Dari hasil uji signifikansi perbedaan nilai pre test dan post test. Dapat diketahui bahwa intervensi yang diberikan berhasil meningkatkan pengetahuan peserta mengenai keterampilan yang harus dikuasai untuk meningkatkan occupational self-efficacy mereka.

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ABSTRACT

This thesis focused on efforts to improve the work engagement of employees through multiple predictor variables. Based on the initial data gathering, the problems experienced by PT. XYZ is the emergence of symptoms of disengagement on employees caused by the mutation program held by company. Work engagement is influenced by personality resources and job resources. In this study the variables are then examined which has the large contribution to work engagement are, psychological hardiness, and occupational self-efficacy) were included in the personality resources and perceived organizational support) which include job resources. The study was conducted on 78 employees Pt XYZ, using questionnaires Uwes -9, OSE, DRS-Short Scale, and SPOS each of which has been converted translated. Through the results of multiple regression is known that variable psychological hardiness and occupational self-efficacy have a significant influence on work engagement and perceived organizational support variables did not have a significant impact on work engagement on employee at PT.XYZ. Researchers then create intervention

programs to improve one of the variable shown to affect work engagement, namely occupational self-efficacy. From the results of tests of significance difference in the value of pre test and post test. It is known that a given intervention succeeded in increasing participants' knowledge of the skills that must be mastered to improve their occupational self-efficacy.