

Pengaruh pay satisfaction terhadap employee engagement: studi kasus di lembaga XYZ = Pengaruh pay satisfaction terhadap employee engagement : studi kasus di lembaga XYZ

Rahardian Ludhira N., author

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Abstrak

Penelitian ini menghubungkan antara pay satisfaction dengan employee engagement, mengingat kebijakan pay dan benefits merupakan landasan awal dalam meningkatkan employee engagement. Penelitian ini dilaksanakan di Kantor Pusat Lembaga XYZ di Jakarta pada bulan Maret – Mei 2014 dengan metode analisis kuantitatif. Data dikumpulkan melalui kuesioner dengan total responden yang didapatkan sebanyak 260 orang. Pay satisfaction diukur ke dalam empat dimensi, yaitu pay level, benefits, raises, structure and administration menggunakan Pay Satisfaction Questionnaire (PSQ). Sedangkan employee engagement diukur menggunakan instrumen yang dikembangkan oleh Institute for Employment Studies. Hasil penelitian menunjukkan bahwa tingkat pay satisfaction pegawai Lembaga XYZ cenderung rendah dan tingkat employee engagement cenderung tinggi. Pengujian hipotesis menyimpulkan bahwa kepuasan terhadap benefits dan structure and administration terbukti secara signifikan mempunyai pengaruh positif terhadap employee engagement, sedangkan kepuasan terhadap pay level dan raises tidak terbukti secara signifikan mempunyai pengaruh positif terhadap employee engagement.

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This study aims to determine the relationship between pay satisfaction with employee engagement, considering pay and benefits policies are initial foundation to increase employee engagement. This research was conducted at XYZ Institution Headquarters in Jakarta in March-May 2014, using a quantitative analysis method. Data were collected through questionnaires with total respondents 260 people. Pay satisfaction was measured into four dimensions using the Pay Satisfaction Questionnaire (PSQ), consist of pay level, benefits, raises, structure and administration. Employee engagement was measured using an instrument developed by the Institute for Employment Studies. The results showed that the level of pay satisfaction employee XYZ Institution tend to be rather low and the level of employee engagement tend to be rather high. Hypothesis testing concluded that satisfaction of benefits and satisfaction of structure and administration have significant positive influences on employee engagement, while satisfaction with pay level and raises do not have significant positive influences on employee engagement.