

Analisis pengaruh quality of work life terhadap employee engagement: studi kasus pada American Petroleum Company Indonesia = The effect of quality of work life on employee engagement: case study at American Petroleum Company Indonesia

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Abstrak

Skripsi ini bertujuan untuk menganalisis pengaruh quality of work life terhadap employee engagement pada American Petroleum Company Indonesia Penelitian ini adalah penelitian kuantitatif dengan metode regresi linear dan regresi berganda dengan jumlah sample 273 Kuesioner yang digunakan dalam penelitian ini adalah Kuesioner evaluasi berdasarkan model Walton untuk mengukur quality of work life yang dikembangkan oleh Walton 1975 dalam Timossi Pedroso Francisco dan Pilatti 2008 Kuesioner untuk mengukur employee engagement berdasarkan Utrecht Work Engagement Scale UWES yang dikembangkan oleh Schaufeli and Bakker 2003 Hasil penelitian menemukan adanya pengaruh positif quality of work life terhadap employee engagement pada American Petroleum Company Indonesia Dimensi quality of work life seperti use of capacity work occupy dan fair and appropriate salary berpengaruh secara positif dan signifikan terhadap employee engagement Berdasarkan temuan tersebut peneliti menyarankan perusahaan American Petroleum Company Indonesia untuk memberikan perhatian yang lebih terkait employee engagement dan quality of work life khususnya pada dimensi use of capacity work occupy dan fair and appropriate salary serta penelitian yang lebih lanjut difokuskan pada generasi Y

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The focus of this study is to examine the affect of quality of work life on employee engagement at American Petroleum Company in Indonesia Method of analysis used in this study is descriptive quantitative Linear and multiple regressions are also used as statistical methods to analyze the data with 273 samples This study use Questionnaire to measure quality of work life according Walton rsquo s quality of work life model 1975 in Timossi Pedroso Francisco and Pilatti 2008 Questionnaire to measure employee engagement accoding Utrecht Work Engagement Scale UWES by Schaufeli and Bakker 2003 This study finds that employee engagement was positively significant affected by quality of work life Some of quality of work life dimensions which are use of capacity work occupy working condition and fair and appropriate salary are positive and significantly affected employee engagement Based on the finding it is suggested that the company American Petroleum Company Indonesia improves attention related to employee engagement and the quality of work life of their employees especially in the dimension use of capacity work occupy working condition and fair and appropriate salary for further research the study should be focusing on generation Y