

# Hubungan antara kepuasan kerja dengan employee engagement karyawan tetap non manajerial pada pt metrocom global solusi = The relationship between job satisfaction and employee engagement among permanent employee non managerial in pt metrocom global solusi

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## Abstrak

Penelitian ini bertujuan untuk menganalisis hubungan antara Kepuasan Kerja dan Employee Engagement karyawan tetap non-manajerial pada PT Metrocom Global Solusi. Variabel kepuasan kerja diukur dengan Job Description Index (JDI) sedangkan variabel Employee Engagement diukur dengan Gallup's Q12. Penelitian ini menggunakan metode kuantitatif dengan pengumpulan data melalui penyebaran kuesioner. Responden dalam penelitian adalah karyawan tetap non manajerial, dengan menggunakan teknik total sampling. Untuk mencari hubungan antara dua variabel menggunakan analisis korelasi Pearson Product Moment dan pengujian hipotesis menggunakan uji-t. Hasil dari penelitian ini menunjukkan terdapat hubungan positif dan signifikan antara Kepuasan Kerja dan Employee Engagement, artinya semakin tinggi kepuasan kerja karyawan, maka semakin tinggi Employee Engagement.

.....This research aims to analyze the relationship between Job Satisfaction and Employee Engagement among Permanent Employee (Non-Managerial) In PT Metrocom Global Solusi. The Job Satisfaction was measured using an instrument named Job Description Index and The Employee Engagement was measured using an instrument name Gallup's Q12. This research used quantitative method and to collected datas by questionnaire. The respondents of this research are non managerial permanent employees, taken by total sampling technique. To analyzed the relationship between variables would be test using Pearson Product Moment, and To test the hypothesis would be test using t-test. The result of this research found that the job satisfaction positively related significantly with employee engagement. The implication of this study is the higher job satisfaction leads to the higher employee engagement.