

Pengaruh reward terhadap employee engagement studi pada karyawan tetap PT Bank Rakyat Indonesia Kantor Cabang Depok = The influence of reward on employee engagement of permanent employee PT Bank Rakyat Indonesia Depok Branch Office

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Abstrak

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Penelitian ini bertujuan untuk menganalisis pengaruh reward terhadap employee engagement karyawan tetap PT Bank Rakyat Indonesia Kantor Cabang Depok. Variabel independen dalam penelitian ini yaitu reward yang akan diukur berdasarkan dimensi dari Ivancevich, Konoppaske, dan Matteson (2006), sedangkan variabel dependen dari penelitian ini yaitu reward akan diukur menggunakan 3 dimensi dari Schaufelli (2006) yaitu vigor, dedication, and Absorption. Penelitian ini menggunakan metode kuantitatif dengan kuesioner sebagai instrumen penelitian. Sampel dari penelitian ini sebanyak 31 karyawan yang memiliki status karyawan tetap pada PT Bank Rakyat Indonesia Kantor Cabang Depok. Data penelitian ini akan dianalisa menggunakan analisis deskriptif dan analisis inferensial. Hasil penelitian ini merupakan kepuasan kerja tidak berpengaruh signifikan terhadap organizational citizenship behaviour (OCB). Penelitian ini dapat digunakan bagi para manajer untuk melihat tingkat employee engagement namun tidak dipengaruhi oleh persepsi karyawan terhadap reward dikalangan anak buahnya. Sehingga para manajer dapat mencari apa saja yang membuat karyawannya engage. Penelitian ini juga menyarankan untuk melakukan penelitian selanjutnya dengan variabel lain, selain reward yang dapat mempengaruhi employee engagement. Seperti misalnya Karakteristik Pekerjaan, dukungan organisasi yang diterima, dukungan atasan yang diterima keadilan Prosedural, keadilan Distributif, kepemimpinan, strategic attention, physical work condition, dan supervision (Kahn, 2006; Margaretha, 2013; Kahn, 1990).

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ABSTRACT

The aim of this study is to analyze the influence of reward on employee engagement of permanent employees at PT. bank rakyat indonesia. The independent variable is job reward which is scaled by Ivancevich, Konoppaske, dan Matteson (2006), and the dependent variable is employee engagement which is scaled by Schaufeli (2006) with 3 dimensions such as vigor, dedication, and Absorption. The research used quantitative method with quentionnaire as an research instrument. Subject of the research is 31 employees that have been permanent employees of PT. bank rakyat indonesia. Data gathered from research

will be analyzed using descriptive analysis and inferential analysis. The reward was not significantly and related to the employee engagement. This research can be used by managers to observe employee engagement level, but it does not influenced by employee perception about reward. The result, managers cognize how to find out the employee engagement's predictors besides reward. The research suggest to future research should study with different variable can be impact employee engagement. As though strategic attention, physical work condition, perceived organizational support, perceive procedural support, and supervision (Kahn, 2006; Margaretha, 2013; Kahn, 1990).;The aim of this study is to analyze the influence of reward on employee

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