

Pengaruh Keterikatan Karyawan Terhadap Kinerja Karyawan (Studi Pada PT PLN (Persero) Kota Depok) = The Effect of Employee Engagement on Job Performance (Study on PT PLN Kota Depok)

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Abstrak

Penelitian ini adalah penelitian yang bertujuan untuk menganalisis pengaruh employee engagement terhadap job performance karyawan tetap PT PLN Kota Depok. Variabel employee engagement diukur berdasarkan teori dari Shcaufeli and Bakker, sedangkan job performance diukur berdasarkan teori Aguinis. Penelitian ini menggunakan pendekatan kuantitatif, dan instrumen penelitian yang digunakan adalah kuesioner. Sampel penelitian ini adalah karyawan tetap PT PLN Kota Depok yang telah bekerja minimal selama 1 tahun. Pada penelitian ini, data penelitian dianalisis menggunakan metode analisis statistik deskriptif, analisis korelasi dan analisis regresi linier sederhana Hasil penelitian menunjukkan bahwa employee engagement secara signifikan memengaruhi job performance. Dimensi dedication memiliki nilai tertinggi didalam variabel keterikatan karyawan.

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This research analyzed the influence of employee engagement on job performance of PT PLN Kota Depok. Employee engagement variable is measured based on the theory from Shcaufeli and Bakker, while job performance is measured based on the theory of Aguinis. This research used a quantitative approach, and a questionnaire is used as a research instrument. The subject of this research are employees of PT PLN Kota Depok who have worked for at least a year. In this research, the data were analyzed using descriptive statistical analysis, evaluation analysis and simple linear regression analysis method. The results showed that employee engagement significantly affected job performance. The dimension of dedication is the highest value in the employee engagement variable.