

Analisis Pengaruh Leadership, Work Design, Training and Development, Recognition dan Work Life Balance terhadap Employee Engagement (Studi pada Karyawan Kantor Pusat PT Adhi Karya (Persero) Tbk di Masa Pandemi Covid-19) = Analysis of the Effect of Leadership, Work Design, Training and Development, Recognition and Work Life Balance on Employee Engagement (Study on Head Office Employees PT Adhi Karya (Persero) Tbk During Covid-19 Pandemic)

Bima Eka Restu Irawan, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20526063&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh leadership, work design, training and development, recognition dan work life balance terhadap employee engagement di masa pandemic COVID-19 karyawan Kantor Pusat PT Adhi Karya (Persero) Tbk. Penelitian ini menggunakan pendekatan mixed method yaitu dengan melakukan survei kepada 285 karyawan karyawan Kantor Pusat PT Adhi Karya (Persero) Tbk dan wawancara terhadap beberapa karyawan Kantor Pusat PT Adhi Karya (Persero) Tbk tersebut. Data yang diperoleh kemudian diolah menggunakan program SPSS dan dianalisis dengan metode regresi linear sederhana. Hasil penelitian ini menunjukkan adanya pengaruh antara leadership, work design, training and development, recognition dan work life balance terhadap employee engagement secara parsial dari responden penelitian. Besarnya pengaruh antara kelima variabel tersebut terhadap employee engagement adalah sebesar 83,1% dan 16,9% lainnya dipengaruhi variabel lain diluar penelitian. Variabel training and development memiliki pengaruh yang paling besar diantara variabel-variabel lainnya, yaitu sebesar 75,6 % dan variabel work design memiliki pengaruh yang paling kecil diantara variabel-variabel lainnya, yaitu sebesar 48,7%. Oleh karena itu, perlu dilakukan upaya untuk terus meningkatkan dan mengoptimalkan employee engagement pada Kantor Pusat PT Adhi Karya (Persero) Tbk, terutama dari sisi work design. Selain itu, juga diperlukan penelitian lebih lanjut terhadap faktor-faktor lainnya yang juga berpengaruh terhadap employee engagement penghasilan untuk dapat mendorong employee engagement secara maksimal.

.....This study aims to analyze the effect of leadership, work design, training and development, recognition and work life balance on employee engagement during the COVID-19 pandemic for employees of PT Adhi Karya (Persero) Tbk Head Office. This study uses a mixed method approach by conducting a survey of 285 employees of the Head Office of PT Adhi Karya (Persero) Tbk and interviews with several employees of the Head Office of PT Adhi Karya (Persero) Tbk. The data obtained were then processed using the SPSS program and analyzed using a simple linear regression method. The results of this study indicate that there is an influence between leadership, work design, training and development, recognition and work life balance on employee engagement partially from the research respondents. The magnitude of the influence between these five variables on employee engagement is 83.1% and the other 16.9% is influenced by other variables outside the study. The variable training and development has the greatest influence among other variables, which is 75.6% and the variable work design has the smallest effect among other variables, which is 48.7%. Therefore, efforts need to be made to continuously improve and optimize employee engagement at PT Adhi Karya (Persero) Tbk Head Office, especially in terms of work design. In addition, further research is also

needed on other factors that also affect employee engagement income to be able to maximize employee engagement.