

# Pengaruh Learning Organization terhadap Work Engagement dengan Variabel Employee Resilience sebagai Mediasi (Studi Pada Karyawan PT ABC) = The Influence of Learning Organization on Work Engagement with Employee Resilience as Mediation (Study on Employees of PT ABC)

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## Abstrak

Work engagement penting untuk dimiliki oleh para pekerja, di mana hal ini dapat dipengaruhi oleh berbagai macam faktor, beberapa diantaranya melalui penerapan learning organization dengan memberikan kesempatan bagi pekerja untuk berkembang, ataupun dengan employee resilience agar pekerja dapat menciptakan energi yang positif. Perusahaan perlu untuk memperhatikan bagaimana work engagement yang dimiliki oleh pekerja agar tujuan perusahaan ataupun individu tetap tercapai. Penelitian ini bertujuan untuk menganalisis pengaruh learning organization terhadap work engagement melalui variabel employee resilience sebagai mediasi. Penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan kuesioner untuk datanya diolah lebih lanjut. Penelitian ini menggunakan teknik census, dimana kuesioner disebar kepada seluruh pekerja PT ABC yang berjumlah 150 orang dan kuesioner yang kembali dan terisi berjumlah 105 responden. Analisis data pada penelitian ini menggunakan SEM-PLS (Structural Equation Modeling-Partial Least Square) dengan pengolahan data menggunakan software IBM SPSS Statistics 20 dan SmartPLS 3.2.9. Hasil dari penelitian ini menunjukkan bahwa employee resilience mampu memediasi hubungan antara learning organization dan work engagement secara positif dan signifikan. Selain itu, seluruh hubungan antar variabel juga memiliki pengaruh yang positif dan signifikan satu sama lain.

.....Work engagement is important to employee, where this can be influenced by various factors, which are through implementing a learning organization by providing opportunities for employees to develop, or by employee resilience so that workers can create positive energy. Employees who have high work engagement will have dedication to their work and will show good performance. Therefore, companies need to give more attention to how work engagement is owned by employees in order to achieve company or individual goals. This study aims to analyze the effect of learning organization on work engagement through employee resilience as a mediating variable. This study used a quantitative approach by distributing questionnaires for further processing of the data. This study used a census technique, in which questionnaires were distributed to all 150 employees of PT ABC and 105 respondents returned and filled out the questionnaires. The hypothesis was tested using the SEM-PLS (Structural Equation Modeling-Partial Least Square) with data processing using IBM SPSS Statistics 20 and SmartPLS 3.2.9 software. The results of this study indicate that employee resilience is positive and

significant to mediate the relationship between learning organization and work engagement. In addition, all the variable also has a positive and significant relationship on one another.