

The Influence of Telecommuting, Burnout, and Quality Of Work Life on Employee Engagement at PT United Tractors Tbk.

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Abstract

The type of research used by researchers is quantitative which aims to determine the effect of telecommuting on employee engagement, the effect of burnout on employee engagement, the effect of quality of work life on employee engagement, and the effect of telecommuting, burnout, and quality of work life simultaneously on employee engagement. This study uses primary data sources. The population in this study are permanent employees of PT United Tractors Tbk. in the operational department. The sample used amounted to 96 respondents. The sampling technique in this study used simple random sampling. The data collection carried out in this study was an online questionnaire via Google Form. This study used the SEM method with the SmartPLS software test tool. The research obtained results, namely the telecommuting variable had a positive and significant effect on employee engagement with an original sample value of 0.304, the burnout variable had a negative and significant effect on employee engagement with an original sample value of 0.227, the quality of work life variable had a positive and significant effect on employee engagement with the original sample value is 0.427, and the telecommuting, burnout, and quality of work life variables have an effect and are significant simultaneously on employee engagement.

Keyword: *Employee Engagement, Quality of Work Life, Burnout, Telecommuting*

Pengaruh *Telecommuting*, *Burnout*, dan *Quality of Work Life* Terhadap *Employee Engagement* di PT United Tractors Tbk.

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Abstrak

Jenis penelitian yang digunakan oleh peneliti adalah kuantitatif yang bertujuan untuk mengetahui pengaruh *telecommuting* terhadap *employee engagement*, pengaruh *burnout* terhadap *employee engagement*, pengaruh *quality of work life* terhadap *employee engagement*, dan pengaruh *telecommuting*, *burnout*, dan *quality of work life* secara simultan terhadap *employee engagement*. Penelitian ini menggunakan sumber data primer. Populasi pada penelitian ini merupakan karyawan tetap PT United Tractors Tbk. di departemen operasional. Sampel yang digunakan berjumlah 96 responden. Teknik pengambilan sampel pada penelitian ini menggunakan *simple random sampling*. Pengumpulan data yang dilakukan penelitian ini dengan kuesioner secara online melalui *Google Form*. Penelitian ini menggunakan metode SEM dengan alat uji software SmartPLS. Penelitian memperoleh hasil, yaitu variabel *telecommuting* berpengaruh positif dan signifikan terhadap *employee engagement* dengan nilai *original sample* sebesar 0,304, variabel *burnout* berpengaruh negatif dan signifikan terhadap *employee engagement* dengan nilai *original sample* sebesar 0,227, variabel *quality of work life* berpengaruh positif dan signifikan terhadap *employee engagement* dengan nilai *original sample* sebesar 0,427, dan variabel *telecommuting*, *burnout*, dan *quality of work life* berpengaruh dan signifikan secara simultan terhadap *employee engagement*.

Kata Kunci: Keterikatan Karyawan, Kualitas Hidup Kerja, Kelelahan, Telecommuting