The Influence of Work Environment and Burnout on Employee Engagement through Quality of Work Life as an Intervening Variable
(*Study on Employees of* PT Nusantara Infrastructure Tbk)

By Muhammad Reihan

ABSTRACT

This research uses a quantitative study aimed to examine the direct and indirect effects of the work environment and burnout on employee engagement through the quality of work life as an intervening variable. This study involves a sample of 65 employees at PT Nusantara Infrastructure Tbk with saturated sampling technique. The analytical techniques applied in this research include descriptive analysis and inferential analysis, with the software used is SmartPLS 3.0. Hypothesis testing obtains (1) The work environment has a positive and significant effect on employee engagement. (2) Burnout has a positive and significant effect on employee engagement. (3) The work environmet has a positive and significant effect on the quality of work life. (4) Burnout has a negative and significant effect on the quality of work life. (5) The quality of work life has a positive and significant effect on employee engagement. (6) The work environmet has a positive and significant effect on employee engagement through the quality of work life. (7) burnout has a negative and significant effect on employee engagement through the quality of work life.

Keywords: work environment, burnout, quality of work life, employee engagement

PENGARUH LINGKUNGAN KERJA DAN KELELAHAN KERJA TERHADAP *EMPLOYEE ENGAGEMENT* DENGAN KUALITAS KEHIDUPAN KERJA SEBAGAI VARIABEL *INTERVENING*
(Studi Pada Karyawan PT Nusantara Infrastructure Tbk)

Oleh Muhammad Reihan

ABSTRAK

Penelitian ini merupakan penelitian kuantitatif dengan tujuan mengetahi pengaruh langsung dan pengaruh tidak langsung antara lingkungan kerja dan kelelahan kerja terhadap *employee engagement* melalui kualitas kehidupan kerja sebagai variabel intervening. Penelitian menggunakan sampel sebanyak 65 karyawan di PT Nusantara Infrastructure Tbk dengan teknik pengambilan sampel jenuh. Teknik analisis yang digunakan dalam penelitian ini adalah teknik analisis deskriptif dan analisis inferensial menggunakan aplikasi SmartPLS 3.0. Pengujian hipotesis memperoleh hasil (1) lingkungan kerja berpengaruh positif dan signifikan terhadap *employee engagement*. (2) kelelahan kerja berpengaruh positif dan signifikan terhadap *employee engagement*. (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kualitas kehidupan kerja. (4) kelelahan kerja berpengaruh negatif dan signifikan terhadap kualitas kehidupan kerja. (5) kualitas kehidupan kerja berpengaruh positif dan signifikan terhadap *employee engagement*. (6) lingkungan kerja berpengaruh positif dan signifikan terhadap *employee engagement* melalui kualitas kehidupan kerja. (7) kelelahan kerja berpengaruh negatif dan signifikan terhadap *employee engagement* melalui kualitas kehidupan kerja.

Kata kunci: lingkungan kerja, kelelahan kerja, kualitas kehidupan kerja, *employee engagement*.