

The Influence of Job Demands, Resilience, and Perceived Organizational Support on Work Engagement of Al-Fikri Islamic Elementary School Teachers, Bekasi City

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Abstract

This research is a quantitative study which aims to determine the influence of Job Demands, Resilience, and Perceived Organizational Support on Work Engagement. This research used 46 permanent teachers at Al-Fikri Islamic Elementary School, Bekasi City as samples. Sample selection used a saturated sample which was part of the research population. The tests used were data quality tests, coefficient of determination, and t tests using the SmartPLS 4.0 program and a significance level of 5% (0.05). The results of the test showed that (1) there was a positive and significant influence of Job Demands on Work Engagement, (2) there was a positive and significant influence of Resilience on Work Engagement, (3) there was no influence of Perceived Organizational Support on Work Engagement.

Keywords: *Job Demands, Resilience, Perceived Organizational Support, and Work Engagement*

**Pengaruh *Job Demands*, *Resilience*, Dan *Perceived Organizational Support*
Terhadap *Work Engagement* Guru SD Islam Al-Fikri Kota Bekasi**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh *Job Demands*, *Resilience*, dan *Perceived Organizational Support* terhadap *Work Engagement*. Penelitian ini menggunakan 46 guru tetap SD Islam Al-Fikri Kota Bekasi sebagai sampel. Pemilihan sampel menggunakan sampel jenuh yang merupakan bagian dari populasi penelitian. Pengujian yang digunakan, yakni uji kualitas data, koefisien determinasi, dan uji t dengan menggunakan bantuan program SmartPLS 4.0 dan tingkat signifikansi 5% (0,05). Hasil dari pengujian diperoleh (1) terdapat pengaruh positif dan signifikan *Job Demands* terhadap *Work Engagement*, (2) terdapat pengaruh positif dan signifikan *Resilience* terhadap *Work Engagement*, (3) tidak terdapat pengaruh *Perceived Organizational Support* terhadap *Work Engagement*.

Kata kunci : *Job Demands*, *Resilience*, *Perceived Organizational Support*, dan *Work Engagement*