DETERMINAN PSIKOSOSIAL DAN INDIVIDU TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN DI PT. X TAHUN 2024

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Abstrak

Work engagement pada karyawan di PT. X terbilang rendah karena mereka hanya sekedar menjalankan rutinitas tanpa *engaged* dengan pekerjaannya. Determinan psikososial dan individu merupakan faktor yang mempengaruhi *work engagement*. Tujuan penelitian ini untuk mengetahui faktor-faktor yang berkontribusi terhadap *work engagement* karyawan PT. X. Penelitian ini merupakan penelitian kuantitatif dengan desain studi *cross-sectional* yang dilakukan pada bulan April – Juni 2024. Teknik sampel menggunakan teknik *purposive sampling* dengan jumlah sampel sebanyak 104 karyawan PT. X. Pengumpulan data primer menggunakan kuesioner identitas diri, *Utrecht Work Engagement Scale, Rating Scale Mental Effort, Negative Acts Questionnaire Revised, Perceived Stress Scale*, *Multidimensional Scale of Perceived Social Support*, dan *Multidimensional Work Motivation Scale*. Analisis data bivariat menggunakan uji *chi-square* dan analisis multivariat menggunakan model regresi cox. Hasil penelitian menemukan 43,3% karyawan berada pada tingkat *work engagement* rendah. Faktor yang paling mempengaruhi *work engagement* rendah pada karyawan PT. X adalah motivasi kerja (PR= 1,92), stres kerja (PR= 1,71), dukungan sosial (PR= 1,37), beban kerja mental (PR= 1,12), *workplace bullying* (PR= 0,80), dan jenis kelamin (PR= 0,73). Perusahaan harus meningkatkan *work engagement* karyawan dengan melakukan evaluasi terhadap faktor internal dan eksternal sehingga perusahaan dapat memahami sikap karyawan terhadap *work engagement*.

Kata Kunci: Faktor Individu, Karyawan, Psikososial, *Work Engagement*

PSYCHOSOCIAL AND INDIVIDUAL DETERMINANTS OF WORK ENGAGEMENT IN EMPLOYEE AT PT. X IN 2024

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Abstract

Work engagement among employees at PT. X is low because they just do their routines without being engaged. Psychosocial and individual determinants are factors that influence work engagement. The purpose of this study is to determine the factors that contribute to the work engagement of PT. X employees. This is a quantitative research with a cross-sectional study design conducted in April - June 2024. The sample used purposive sampling technique with a total sample size of 104 employees. Primary data collection used self-identity questionnaire, Utrecht Work Engagement Scale, Mental Effort Rating Scale, Negative Acts Questionnaire Revised, Perceived Stress Scale, Multidimensional Scale of Perceived Social Support, and Multidimensional Work Motivation Scale. Bivariate data analysis used chi-square test and multivariate analysis used Cox regression model. The results found 43,3% of employees were at a low level of work engagement. Factors that most influence low work engagement employees are work motivation (PR = 1.92), work stress (PR = 1.71), social support (PR = 1.37), mental workload (PR = 1.12), workplace bullying (PR = 0.80), and gender (PR = 0.73). The company must improve employee work engagement by evaluating internal and external factors so that companies can understand employee attitudes towards work engagement.

Keyword : Individual Factors, Employee, Psychosocial, Work Engagement