

***The Influence of Occupational Safety and Social Support on
Employee Engagement with Quality of Work Life as a Moderating
Variable at PT Taihei Dengyo Indonesia***

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Abstract

This study aims to analyze the influence of Occupational Safety and Social Support on Employee Engagement with Quality of Work Life as a Moderating Variable at PT Taihei Dengyo Indonesia. The research method used is a quantitative approach with purposive sampling technique. The sample size in this study was 103 respondents. Data collection techniques used questionnaires through Google Forms distributed to field employees of PT Taihei Dengyo Indonesia. Data analysis techniques used descriptive and inferential analysis processed using SmartPLS version 4.0. The tests conducted were convergent validity test, discriminant validity test, reliability test, coefficient of determination R-Square (R²) test, predictive Q-Square (Q²) test, and partial hypothesis test with T-test. The testing in this study obtained the following results: (1) Occupational Safety has a significant and positive effect on Employee Engagement, (2) Social Support has a significant and positive effect on Employee Engagement, (3) Occupational Safety moderated by Quality of Work Life has a significant effect on Employee Engagement, (4) Social Support moderated by Quality of Work Life has a significant effect on Employee Engagement.

Keywords: Occupational Safety, Social Support, Employee Engagement, Quality of Work Life

Pengaruh *Occupational Safety* Dan *Social Support* Terhadap *Employee Engagement* Dengan *Quality of Work Life* Sebagai Variabel Moderasi Pada Karyawan PT Taihei Dengyo Indonesia

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Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh *Occupational Safety* Dan *Social Support* Terhadap *Employee Engagement* Dengan *Quality of Work Life* Sebagai Variabel Moderasi Pada Karyawan PT Taihei Dengyo Indonesia. Metode penelitian yang digunakan yaitu pendekatan kuantitatif dengan teknik pengambilan sampel menggunakan metode *purposive sampling*. Jumlah sampel pada penelitian ini sebanyak 103 responden. Teknik pengumpulan data menggunakan kuesioner melalui *Google Form* yang disebar kepada karyawan lapangan PT Taihei Dengyo Indonesia. Teknik analisis data yang digunakan yaitu analisis deskriptif dan inferensial yang diolah dengan alat ukur *SmartPLS* versi 4.0. pengujian yang dilakukan yaitu uji validitas konvergen, uji validitas diskriminan, uji reliabilitas, uji koefisien determinasi R-Square (R²), uji prediktif Q-Square (Q²), dan uji hipotesis secara parsial dengan Uji-T. pengujian pada penelitian ini memperoleh hasil: (1) *Occupational Safety* berpengaruh secara signifikan dan positif terhadap *Employee Engagement*, (2) *Social Support* berpengaruh secara signifikan dan positif terhadap *Employee Engagement*, (3) *Occupational Safety* yang dimoderasi dengan *Quality of Work Life* berpengaruh secara signifikan terhadap *Employee Engagement*, (4) *Social Support* yang dimoderasi dengan *Quality of Work Life* berpengaruh secara signifikan terhadap *Employee Engagement*.

Kata kunci: *Occupational Safety, Social Support, Employee Engagement, Quality of Work Life*