

Abstrak

Penelitian ini bertujuan untuk mengetahui kontribusi kepuasan kerja terhadap employee engagement behavior pada karyawan Hotel “X” di kota Bandung dengan menggunakan teori kepuasan kerja yang dikemukakan Ivancevich (2005) dan teori employee engagement behavior yang dikemukakan oleh Macey (2006)

Terdapat 31 karyawan Hotel “X” yang berpartisipasi dalam penelitian yang dilakukan oleh peneliti. Setiap partisipan diberikan dua jenis kuesioner yaitu kuesioner kepuasan kerja dan kuesioner employee engagement behavior yang dimodifikasi oleh peneliti dari penelitian sebelumnya sebanyak 50 item. Skor kepuasan kerja dikontribusikan dengan skor dari employee engagement behavior lewat pengujian regresi linear sederhana. Berdasarkan pengujian regresi linear sederhana, terdapat kontribusi antara variabel kepuasan kerja terhadap employee engagement behavior pada karyawan Hotel “X” di kota Bandung sebesar 21,8%.

Melalui penelitian yang dilakukan oleh peneliti, peneliti menarik kesimpulan bahwa terdapat kontribusi kepuasan kerja terhadap employee engagement behavior pada karyawan Hotel “X”. Terkait hal ini, peneliti mengajukan saran terhadap pihak manajemen hotel “X” untuk memperhatikan kepuasan kerja dari karyawan Hotel “X” untuk meningkatkan employee engagement behavior pada karyawan Hotel “X”.

Kata-kata kunci: kepuasan kerja, employee engagement behavior, karyawan hotel “X”

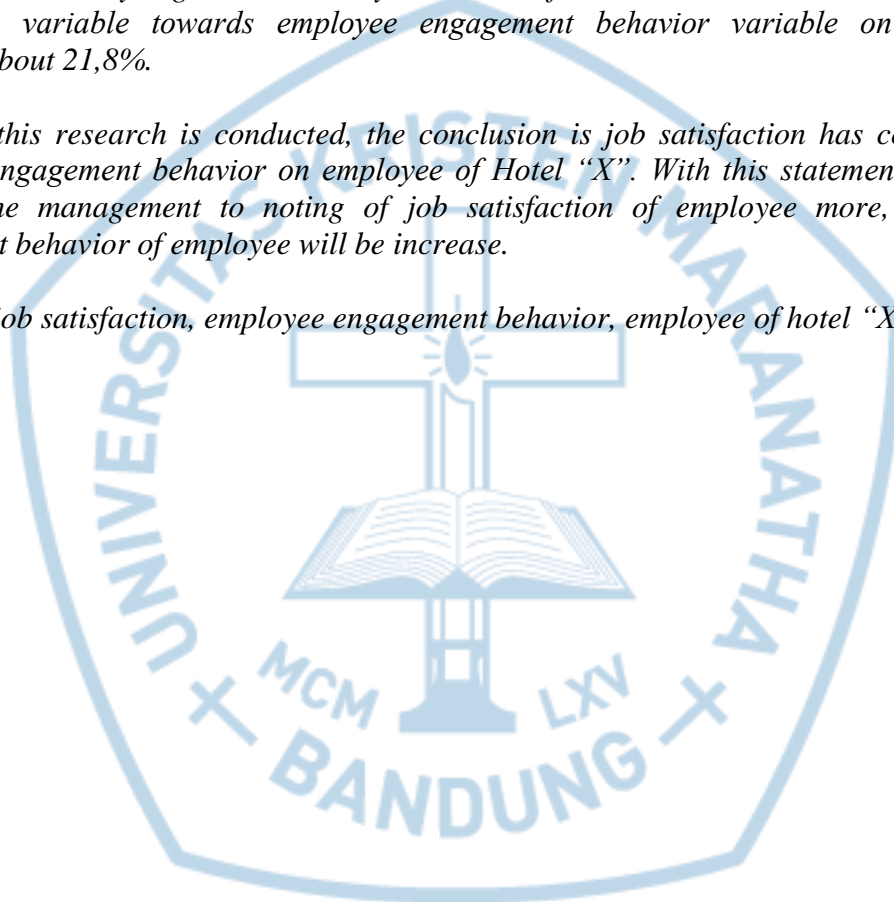
Abstract

This research to better known contribution of job satisfaction towards employee engagement behavior on employee of Hotel "X" in Bandung and using theory of job satisfaction that stated by Ivanevich (2005) and theory of employee engagement behavior by Macey (2006).

In this research, there are 31 participant of employee Hotel "X". Every participants are given 2 types of questionnaire, that is job satisfaction questionnaire and employee engagement behavior questionnaire that modified from previous research about 50 items. After that job satisfaction questionnaire score is contributed to employee engagement behavior questionnaire score by regression test. By the result of the test, there are contribution of job satisfaction variable towards employee engagement behavior variable on Hotel "X" employee about 21,8%.

By this research is conducted, the conclusion is job satisfaction has contributed to employee engagement behavior on employee of Hotel "X". With this statement, researcher suggests the management to noting of job satisfaction of employee more, so that the engagement behavior of employee will be increase.

Keywords: job satisfaction, employee engagement behavior, employee of hotel "X".



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