

ABSTRAK

Penelitian ini bertujuan untuk mendapatkan gambaran mengenai kontribusi job resources terhadap work engagement pada seluruh karyawan Dale Carnegie Bandung, serta untuk mengetahui seberapa besar kontribusi job resources terhadap work engagement karyawan dalam menjalankan pekerjaannya.

Melalui penelitian ini menggunakan 25 aitem job resources yang di rancang oleh Fifie Nurofia berdasarkan content of energy compass dengan nilai validitas berkisar antara 0,332 – 0,813. Alat ukur ini menjangkau sembilan aspek job resources yaitu autonomy, organizational support, supervisor support, feedback, peers support, personal growth, communication, role clarity, dan task variety. Alat ukur work engagement terdiri dari 14 aitem yang diadaptasi oleh Margareth (2016) berdasarkan Utrecht Work Engagement Scales (UWES) menjangkau tiga dimensi vigor, dedication, dan absorption dengan nilai validitas yang berkisar antara 0,507 – 0,818. Pengukuran reliabilitas alat ukur job resources menggunakan alpha cronbach mendapatkan nilai sebesar 0,895 yang termasuk kedalam kategori reliabilitas sangat tinggi, serta untuk alat ukur work engagement didapatkan nilai sebesar 0,915 yang termasuk kedalam kategori reliabilitas sangat tinggi.

Berdasarkan penelitian yang dilakukan terhadap seluruh karyawan Dale Carnegie Bandung yang berjumlah 22 orang, diperoleh hasil bahwa terdapat kontribusi yang signifikan dari job resources terhadap work engagement sebesar 0.179 (17,9%). Saran untuk penelitian selanjutnya adalah dengan mencari kontribusi personal resources terhadap work engagement.

Kata kunci: job resources, work engagement, karyawan

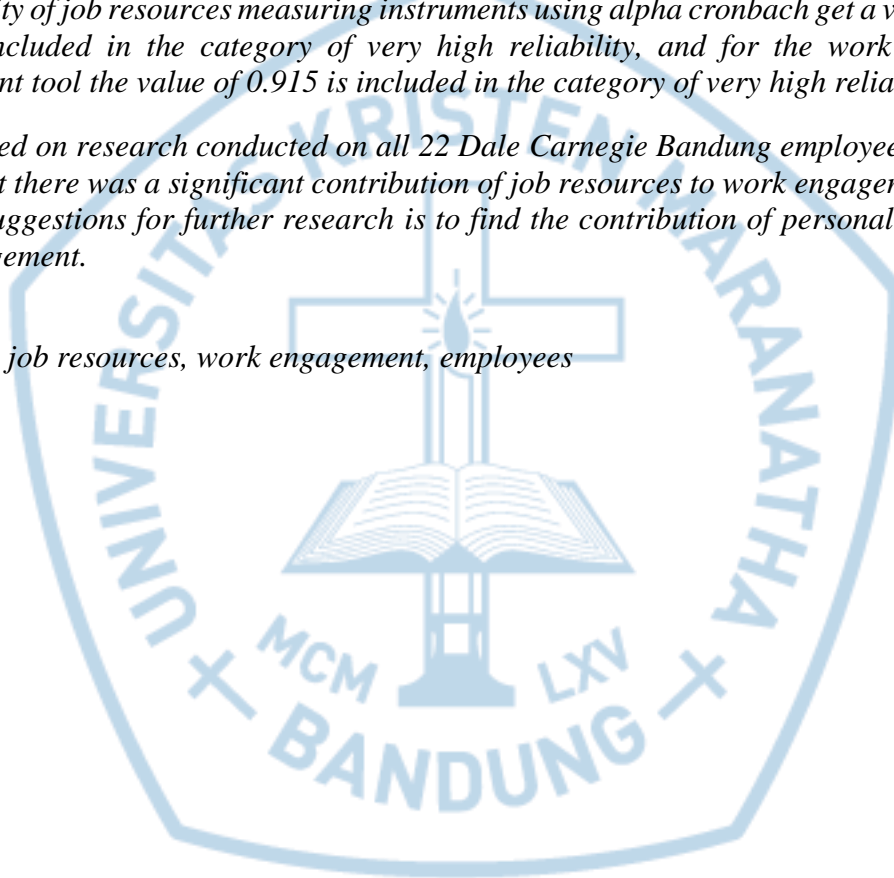
ABSTRACT

This study aims to get an overview of the contribution job resources to work engagement on all employees of Dale Carnegie Bandung, as well as to find out how much the contribution of job resources on work engagement for employee in carrying out their work.

Through this study using 25 job resources items designed by Fifie Nurofia based on content of energy compass with validity values ranging from 0.332 – 0.813. This measuring tool captures nine aspect of job resources, namely autonomy, organizational support, supervisor support, feedback, peers support, personal growth, communication, role clarity, and task variety. The work engagement measurement tool consisting of 14 items adapted by Margaret (2016) based on the Utrecht Work Engagement Scales (UWES) captures three dimensions of vigor, dedication, and absorption with validity values ranging from 0.507 to 0.818. Measuring the reliability of job resources measuring instruments using alpha cronbach get a value of 0.895 which is included in the category of very high reliability, and for the work engagement measurement tool the value of 0.915 is included in the category of very high reliability.

Based on research conducted on all 22 Dale Carnegie Bandung employees, the results showed that there was a significant contribution of job resources to work engagement of 0.179 (17.9%). Suggestions for further research is to find the contribution of personal resources to work engagement.

Key words: job resources, work engagement, employees



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