ABSTRAK


Kata kunci: Karakteristik Pekerjaan, Employee Engagement.
ABSTRACT

The determinants of an organization’s success in the face of market competition are employees who have a good (attachment). Employee engagement is a major antecedent that affects the success of an organization. Job Characteristics consists of five dimensions of variety skills, task identity, task significance, autonomy and feedback that will have a direct impact on attitudes and behavior in the workplace and have a positive correlation to Employee Engagement. This study aimed to determine how the influence of job characteristics to employee engagement. This research was conducted at PT. Dirgantara Indonesia This research approach is a quantitative approach with data collection techniques through the distribution of questionnaires to 93 employees in the metal forming & heat treatment department-DM5000. Data analysis techniques used in this study is a simple linear regression with SPSS 22.0. The results revealed a positive and significant influence of job characteristics on employee engagement. One of the managerial implications in this research is the improvement of job design for each individual employee. This is expected to help improve employee engagement with their work (Job engagement).

Keywords: Job Characteristic, Employee Engagement.
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