

HUBUNGAN ANTARA DIMENSI KARAKTERISTIK PEKERJAAN DAN *EMPLOYEE ENGAGEMENT*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara dimensi karakteristik pekerjaan dan *employee engagement*. Subjek dalam penelitian ini berjumlah 116 orang dari 4 perusahaan yang dipilih menggunakan metode *convenience sampling*. Hipotesis dalam penelitian ini adalah ada hubungan positif antara karakteristik pekerjaan, yaitu *skill variety*, *task identity*, *task significance*, *autonomy*, *feedback* dan *employee engagement*. Metode pengumpulan data menggunakan 2 jenis skala yang dikembangkan oleh peneliti. Reliabilitas skala dimensi *skill variety* = 0,861, *task identity* = 0,537, *task significance* = 0,752, *autonomy* = 0,733, *feedback* = 0,639. Sedangkan reliabilitas skala *employee engagement* = 0,860. Metode analisis data yang digunakan adalah teknik *Spearman Correlation* karena data tidak normal, namun linear. Hasil koefisien korelasi menunjukkan terdapat hubungan positif dan signifikan antara dimensi *skill variety* (M= 22,37; SD= 2,514) $r = 0,459$, $sig = 0,000$, *task identity* (M= 15,67; SD= 1,892) $r = 0,568$; $sig = 0,000$, *task significance* (M= 21,16; SD= 2,064) $r = 0,558$; $sig = 0,000$, *autonomy* (M= 17,57; SD= 2,212) $r = 0,405$; $sig = 0,000$, dan *feedback* (M= 14,53; SD= 2,053) $r = 0,609$; $sig = 0,000$ dengan *employee engagement*.

Kata kunci: dimensi karakteristik pekerjaan, *skill variety*, *task identity*, *task significance*, *autonomy*, *feedback*, *employee engagement*.

THE CORRELATION BETWEEN JOB CHARACTERISTICS DIMENSION AND EMPLOYEE ENGAGEMENT

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ABSTRACT

This reasearch was aimed to determine the relationship between job characteristics dimension and employee engagement. Subjects in this research amounted to 116 people from 4 companies were selected using convenience sampling method. Hypothesis in this research was that the positive relationship between job characteristics, ie skill variety, task identity, task significance, autonomy, feedback and employee engagement. Methods of data collection used two types of scale developed by the researcher. Reliability scale dimension skill variety =0,861, task identity =0,537, task significance =0,752, autonomy =0,733, feedback =0,639. While reliability scale employee engagement = 0.860. Data analysis method used was Spearman Correlation technique because the data was not normal, but linear. The results of correlation coefficients indicate there was positive and significant relationship between the dimensions of skill variety (M= 22,37; SD= 2,514) $r= 0,459$; sig= 0,000, task identity (M= 15,67; SD= 1,892) $r= 0,568$; sig= 0,000, task significance (M= 21,16; SD= 2,064) $r= 0,558$; sig= 0,000, autonomy (M= 17,57; SD= 2,212) $r= 0,405$; sig= 0,000, dan feedback (M= 14,53; SD= 2,053) $r= 0,609$; sig= 0,000.

Keywords: job characteristics dimension, skill variety, task identity, task significance, autonomy, feedback, employee engagement.