HUBUNGAN ANTARA *EMPLOYEE ENGAGEMENT* DAN DISIPLIN KERJA

Ivana Angela

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Employee Engagement* dan Disiplin Kerja pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara *Employee Engagement* dan Disiplin Kerja. Subjek dalam penelitian ini adalah 217 karyawan. Penelitian ini menggunakan skala *Employee Engagement* dan skala disiplin kerja dalam model *Likert*. Skala *Employee Engagement* memiliki 28 aitem dengan koefisien reliabilitas 0,947. Skala Disiplin Kerja memiliki 24 aitem dengan koefisien reliabilitas 0,940. Teknik analisis data yang digunakan dalam penelitian ini adalah uji korelasi *Spearman's rho* dikarenakan sebaran data pada salah satu variabel bersifat tidak normal. Penelitian ini menghasilkan nilai korelasi r = 0,504 dan nilai signifikansi p= 0,00 < 0,05. Hasil penelitian ini menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *Employee Engagement* dan Disiplin Kerja. Hal ini berarti bahwa semakin tinggi *Employee Engagement*, maka kecenderungan disiplin kerja menjadi semakin tinggi. Sebaliknya, semakin rendah *Employee Engagement*, maka kecenderungan disiplin kerja menjadi semakin rendah.

Kata kunci: Disiplin Kerja, *Employee Engagement*, karyawan.

THE CORRELATION BETWEEN *EMPLOYEE ENGAGEMENT* AND WORK DISCIPLINE

Ivana Angela

ABSTRACT

This research was conducted to find out the relation between Employee Engagement and work discipline towards employee. The hypothesis in this research was that there was a positive correlation between between Employee Engagement and work discipline. The subject in this research was 217 employee. The data collection used in this research was Employee Engagement scale and work discipline scale in Likert model. The Employee Engagement scale has 28 items with 0,947 reliability coefficient and the scale of the work discipline which has 24 items has 0,940 reliability coefficient. The data analysis technique which is used in this research was Spearman's rho correlation test because the distribution of both two variables data was not normal. This research yielded $r = 0,504$ correlation value and $p = 0,00 < 0,05$ significance value. The result of this research showed that there was a positive and significant correlation between Employee Engagement and work discipline towards employee. It means that the higher the Employee Engagement, the higher the tendency of work discipline. On the other hand, the lower the Employee Engagement, the lower the tendency of work discipline.

Keywords: Employee Engagement, Work Discipline, Employee.