

ABSTRAK

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HUBUNGAN ANTARA ANTESEDEN DAN KONSEKUENSI YANG DIMEDIASI OLEH ORGANIZATIONAL ENGAGEMENT DAN JOB ENGAGEMENT PADA PT TRIMUKTI WIRAPRATAMA

Penelitian ini terkait dengan *value congruence*, *job characteristics*, dan *reward and recognition terhadap job satisfaction* dan *organizational commitment* yang dimediasi oleh *organizational engagement* dan *job engagement* pada PT Trimukti Wirapratama. Subjek penelitian merupakan karyawan PT Trimukti Wirapratama dengan jumlah sampel sebanyak 70 responden. Teknik yang dilakukan yaitu dengan melakukan penyebaran kuesioner yang menggunakan skala pengukuran yaitu skala likert, kemudian diuji dengan menggunakan program SPSS ver. 25. Setelah diuji, hasil penelitian berupa *value congruence* berhubungan positif terhadap *organizational engagement* dan *job engagement*, *job characteristics* berhubungan positif terhadap *organizational engagement* dan *job engagement*, *reward and recognition* berhubungan positif terhadap *organizational engagement* dan *job engagement*, *job engagement* berhubungan positif terhadap *job satisfaction* dan *organizational commitment*, *organizational engagement* berhubungan positif terhadap *job satisfaction* dan *organizational commitment*, dan *organizational engagement* dan *job engagement* tidak memediasi hubungan antara anteseden dan konsekuensi.

This study is related to value congruence, job characteristics, and reward and recognition on job satisfaction and organizational commitment which is mediated by organizational engagement and job engagement at PT Trimukti Wirapratama. The research subjects were employees of PT Trimukti Wirapratama with a total sample of 70 respondents. The technique used is by distributing questionnaires using a measurement scale, namely the Likert scale, then tested using the SPSS ver. 25. After being tested, the research results in the form of value congruence were positively related to organizational engagement and job engagement, job characteristics were positively related to organizational engagement and job engagement, reward and recognition were positively related to organizational engagement and job engagement, job engagement was positively related to job satisfaction and organizational commitment. , organizational engagement is positively related to job satisfaction and organizational commitment, and organizational engagement and job engagement do not mediate the relationship between antecedents and consequences.

Keyword : Anteseden, konsekuensi, *organizational engagement*, *job engagement*.