

## ABSTRAK

Hendy Widiyanto (00000030126)

### **ANALISIS PENGARUH ANTARA *ORGANIZATIONAL RESOURCES*, *ORGANIZATIONAL ENGAGEMENT CLIMATE*, *JOB RESOURCES*, DAN *EMPLOYEE ENGAGEMENT* DI WILAYAH JABODETABEK**

(xvii + 105 halaman : 5 gambar; 26 tabel; 2 lampiran)

*Employee engagement* dapat menjadi strategi untuk mencapai, mengembangkan, dan memelihara keunggulan kompetitif. Penting bagi organisasi untuk melakukan inisiatif tertentu dalam rangka meningkatkan *employee engagement*. Penelitian Albrecht *et al.* (2018) mengungkapkan bahwa terdapat beberapa variabel yang berhubungan langsung maupun tidak langsung dengan *employee engagement*, yaitu: *organizational resources*, *organizational engagement climate*, dan *job resources*. Penelitian ini bertujuan untuk menganalisis pengaruh antara *organizational resources*, *organizational engagement climate*, *job resources*, dan *employee engagement*. Metode penelitian yang digunakan adalah metode survei, yaitu meminta tanggapan responden menggunakan kuesioner yang disebarakan ke karyawan yang bekerja di wilayah Jabodetabek. Tanggapan dari 200 responden akan dianalisis dengan metode *Structural Equation Modeling* (SEM) menggunakan aplikasi SmartPLS versi 3.2.7. Hasil penelitian menunjukkan bahwa *organizational engagement climate* dan *job resources* secara langsung berpengaruh terhadap *employee engagement*. Dan *organizational resources* secara tidak langsung berpengaruh terhadap *employee engagement* melalui *organizational engagement climate* dan *job resources*. Hasil ini menunjukkan bahwa *organizational resources* sebagai sumber suplai dan dukungan dari organisasi untuk mencapai hasil psikologis, sikap, motivasi, perilaku, tim, dan organisasi, adalah diperlukan untuk meningkatkan *employee engagement*. Sebagai sumber suplai dan dukungan di tingkat organisasi, *organizational resources* akan secara langsung mempengaruhi persepsi kolektif karyawan mengenai iklim *engagement* di perusahaan, dan juga secara langsung mempengaruhi aspek fisik, psikologis, sosial, atau organisasi dari pekerjaan, yang selanjutnya akan mempengaruhi *employee engagement*.

Referensi: 34 (1975 – 2018)

Kata kunci: *organizational resources*, *organizational engagement climate*, *job resources*, *employee engagement*

## **ABSTRACT**

Hendy Widiyanto (00000030126)

### **ANALYSIS OF THE INFLUENCE BETWEEN ORGANIZATIONAL RESOURCES, ORGANIZATIONAL ENGAGEMENT CLIMATE, JOB RESOURCES, AND EMPLOYEE ENGAGEMENT IN JABODETABEK AREAS**

(xvii + 105 pages : 5 pictures; 26 tables; 2 attachments)

*Employee engagement can be a strategy to achieve, develop and maintain a competitive advantage. It is important for organizations to carry out certain initiatives in order to increase employee engagement. Albrecht et al. (2018) revealed that there are several variables that are directly or indirectly related to employee engagement, namely: organizational resources, climate organizational engagement, and job resources. This study aims to analyze the influence between organizational resources, organizational engagement climate, job resources, and employee engagement. The research method used is the survey method, which is asking for responses from respondents using a questionnaire distributed to employees who work in the Jabodetabek area. Responses from 200 respondents will be analyzed using the Structural Equation Modeling (SEM) method using the SmartPLS application version 3.2.7. The results of the study show that organizational engagement climate and job resources directly influence employee engagement. And organizational resources indirectly influence employee engagement through organizational engagement climate and job resources. These results indicate that organizational resources as a source of supply and support from organizations to achieve psychological results, attitudes, motivations, behaviors, teams, and organizations, are needed to increase employee engagement. As a source of supply and support at the organizational level, organizational resources will directly influence employees' collective perceptions of engagement climate in the organization, and also directly influence the physical, psychological, social, or organizational aspects of work, which in turn will influence employee engagement.*

*Reference: 34 (1975 – 2018)*

*Key Words: organizational resources, organizational engagement climate, job resources, employee engagement*