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Pengaruh *Work Engagement* dan *Self-Efficacy* Terhadap *Workforce Agility*

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Abstrak. *Workforce agility* merupakan faktor penting yang dibutuhkan organisasi dan bisa didapatkan melalui Sumber Daya Manusia (SDM) unggul sehingga mampu menghadapi dinamika situasi di masa VUCA. Meskipun memiliki peran penting namun *workforce agility* khususnya yang berasal dari faktor internal manusia masih minim penelitian di Indonesia. Padahal menurut studi terdahulu, mekanisme untuk meningkatkan potensi dari *workforce agility* berasal dari dalam diri tenaga kerja itu sendiri. Beberapa faktor internal yang dinilai berpengaruh terhadap *workforce agility* adalah *work engagement* dan *self-efficacy*. Penelitian ini menggunakan pendekatan kuantitatif dengan skala *work engagement*, *general self-efficacy scale* (GSES), dan *workforce agility scale* (WAS) yang disebarakan secara daring dan melibatkan 162 orang partisipan (N=162). Hasil analisis pada penelitian ini menunjukkan bahwa *work engagement* (sig. 0.00 (p<0.05)) dan *self-efficacy* (sig. 0.00 (p<0.05)) memiliki pengaruh yang signifikan terhadap *workforce agility*. Peranan *self-efficacy* pada *workforce agility* lebih besar ditunjukkan dari nilai SE 0.455 (p<0.01) atau 45.5%, sementara nilai SE *work engagement* 0.144 (p<0.01) atau 14.4%. Analisis tambahan yang dilakukan berdasarkan kategori jenis kelamin, status pekerjaan, dan lama bekerja pada *workforce agility* tidak menunjukkan ada perbedaan.

Kata kunci: *workforce agility*, *work engagement*, *self-efficacy*

Abstract. *Workforce agility* is an important factor needed by organizations and can be obtained through Human Resources (HR) so that they are able to deal with the dynamics of the situation during the VUCA era. Even though it has an important role, *workforce agility*, especially those come from internal human factors, is still lacking in research in Indonesia. Whereas according to previous studies, the mechanism to increase the potential of *workforce agility* originates from within the workforce itself. Some of the internal factors that are considered to influence *workforce agility* are *work engagement* and *self-efficacy*. This study used a quantitative approach with a *work engagement* scale, *general self-efficacy scale* (GSES), and *workforce agility scale* (WAS) which were distributed online and involved 162 participants (N=162). The results of the analysis in this study indicate that *work engagement* (sig. 0.00 (p<0.05)) and *self-efficacy* (sig. 0.00 (p<0.05)) have a significant effect on *workforce agility*. The role of *self-efficacy* in *workforce agility* is greater as shown by the SE value of 0.455 (p<0.01) or 45.5%, while the SE *work engagement* value is 0.144 (p<0.01) or 14.4%. Additional analyzes conducted based on gender, employment status, and length of service did not show differences on *workforce agility*.

Keywords: *workforce agility*, *work engagement*, *self-efficacy*