

Peran Kepuasan Gaji dan Pertumbuhan Karir Terhadap Keterikatan Karyawan di PT. X

Nabila Shofi Hilmiyanti¹, Issac Jogues Kiyok Sito Meiyanto²

^{1,2} Fakultas Psikologi, Universitas Gadjah Mada

e-mail : *¹nabilashofihilmiyanti@mail.ugm.ac.id, ²smeiyanto@ugm.ac.id

Abstract.

PT. X has reorganized in 2021 and is currently developing a Human Resources management strategy to achieve company targets through optimal employee performance. In achieving these targets, employee engagement is one of the factors that greatly influences performance. Therefore, further research is needed regarding employee engagement at PT. X. The study was conducted to determine the role of pay satisfaction and career growth on employee engagement at PT. X. The number of participants in this study was 166 employees who had worked for at least six months at PT. X. The data collection process was carried out by asking participants to fill out three types of scales, namely the Employee Engagement Scale (EES), the Pay Satisfaction Questionnaire (PSQ), and the Career Growth scale. Hypothesis testing used Structural Equation Modeling (SEM) with JASP software Version 0.95.4. The results showed that only career growth variables influenced employee engagement, while the salary satisfaction variable did not have a significant effect on employee engagement.

Keywords : *Employee engagement, pay satisfaction, career growth*

Abstrak.

PT. X telah melakukan reorganisasi pada tahun 2021 dan saat ini sedang menyusun strategi pengelolaan Sumber Daya Manusia agar dapat mencapai target perusahaan melalui performa kinerja karyawan yang optimal. Dalam mencapai target tersebut, keterikatan karyawan merupakan salah satu faktor yang sangat mempengaruhi performa kinerja. Maka dari itu diperlukan penelitian lebih lanjut mengenai *employee engagement* di PT. X. Penelitian dilakukan untuk mengetahui peran kepuasan gaji atau *pay satisfaction* dan pertumbuhan karir atau *career growth* terhadap keterikatan karyawan di PT. X. Jumlah partisipan dalam penelitian ini berjumlah 166 karyawan yang telah bekerja selama minimal enam bulan di PT. X. Proses pengambilan data dilakukan dengan meminta partisipan untuk mengisi tiga jenis skala yaitu skala *The Employee Engagement Scale* (EES), skala *Pay Satisfaction Questionnaire* (PSQ) dan skala *Career Growth*. Uji hipotesis menggunakan *Structural Equation Modeling* (SEM) dengan *software* JASP Versi 0.95.4. Hasil penelitian menunjukkan bahwa hanya variabel pertumbuhan karir yang mempengaruhi keterikatan karyawan sedangkan variabel kepuasan gaji tidak berpengaruh signifikan terhadap keterikatan karyawan.

Kata Kunci : Keterikatan Karyawan, Kepuasan Gaji, Pertumbuhan Karir.