

dikembangkan atau diperbaiki. Desain kerja yang perlu dikembangkan adalah desain kerja yang meningkatkan aspek *impact* pada karyawan. Selain itu berkaitan dengan penyusunan suatu kebijakan yang berkaitan dengan karyawan, perusahaan bisa melibatkan karyawan dengan cara meminta pendapat mereka mengenai hal tersebut.

Variabel yang paling dirasakan responden adalah *Engagement*. Sekalipun demikian masih perlu ditingkatkan untuk kemajuan perusahaan yang lebih baik., Aspek yang paling kurang dirasakan adalah aspek *Absorption*. Perusahaan dapat mengembangkan perasaan kepemilikan pada karyawan terhadap pekerjaannya. Jika perasaan ini sudah cukup berkembang, maka karyawan akan lebih aktif dalam bekerja dan memungkinkan *Absorption* lebih dapat dirasakan karyawan, demikian juga aspek *Vigor* dan *Dedication*. Cara lain yang bisa dilakukan adalah pihak perusahaan membentuk lingkungan kerja yang membantu seorang karyawan untuk lebih konsentrasi dalam bekerja.

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