

## INTISARI

### PENGARUH KEPUASAN KERJA INTRINSIK DAN EKSTRINSIK PADA *EMPLOYEE ENGAGEMENT* DI PT BANK RAKYAT INDONESIA KANTOR CABANG MAGELANG

Penelitian ini bertujuan untuk menganalisis pengaruh variabel kepuasan kerja intrinsik dan ekstrinsik pada *employee engagement*. Pengambilan sampel dalam penelitian ini menggunakan metode *purposive sampling* kepada karyawan PT BRI Kantor Cabang Magelang, yang memiliki masa kerja lebih dari satu tahun, dengan jumlah responden berjumlah 120 responden.

Pengukuran variabel kepuasan kerja intrinsik dan ekstrinsik, menggunakan kuesioner *short form* dari *Minnesota Satisfaction Questionnaire* (MSQ) oleh (Weiss, Dawis, England, dan Lofquist, 1967), sedangkan variabel *employee engagement* menggunakan kuesioner UWES (*Utrecht Work Engagement Scale*) oleh (Schaufeli dan Bakker, 2004). Pengujian pengaruh variabel independen terhadap variabel dependen, menggunakan metode statistik regresi linear berganda.

Hasil analisis regresi linear berganda dapat disimpulkan bahwa kepuasan kerja intrinsik memiliki pengaruh positif dan signifikan pada *employee engagement*, terbukti melalui pengujian tersebut menghasilkan nilai *p-value* = 0,000, sedangkan variabel kepuasan kerja ekstrinsik memiliki pengaruh positif dan signifikan pada *employee engagement*, terbukti melalui pengujian tersebut menghasilkan nilai *p-value* = 0,002. Nilai *Adjusted R<sup>2</sup>* adalah 0,510. Hal ini menunjukkan bahwa 51% variasi *employee engagement* dapat dijelaskan oleh variasi kepuasan kerja intrinsik dan ekstrinsik. Sisanya sebanyak 49% dijelaskan oleh variabel-variabel diluar model penelitian.

Kata kunci: *Employee Engagement*, Kepuasan Kerja Intrinsik dan Kepuasan Kerja Ekstrinsik.

## ABSTRACT

### *THE INFLUENCE OF INTRINSIC AND EXTRINSIC JOB SATISFACTION ON EMPLOYEE ENGAGEMENT IN PT BANK RAKYAT INDONESIA MAGELANG BRANCH OFFICE*

*This study aims to analyze the effect of intrinsic and extrinsic job satisfaction variables on employee engagement. Sampling in this study used a purposive sampling method for employees of PT BRI Magelang Branch Offices, who have a working period of more than one year, with a total of 120 respondents.*

*Measurement of intrinsic and extrinsic job satisfaction variables, using the short form questionnaire from the Minnesota Satisfaction Questionnaire (MSQ) by (Weiss, Dawis, England, and Lofquist, 1967), while the employee engagement variable uses the UWES questionnaire (Utrecht Work Engagement Scale) by (Schaufeli and Bakker, 2004). Testing the effect of independent variables on the dependent variable, using multiple linear regression statistical methods.*

*The results of multiple linear regression analysis can be concluded that intrinsic job satisfaction has a positive and significant effect on employee engagement, as evidenced by the test it produces a  $p$ -value = 0,000, while the extrinsic job satisfaction variable has a positive and significant effect on employee engagement, as evidenced by the testing produce  $p$ -value = 0,002. The adjusted  $R^2$  value is 0,510. This shows that a 51% variation in employee engagement can be explained by variations in intrinsic and extrinsic job satisfaction. The remaining 49% is explained by other variables outside the research model.*

*Keywords: Employee Engagement, Intrinsic Job Satisfaction, and Extrinsic Job Satisfaction.*