

KEPUASAN KERJA DAN *WELL-BEING* SEBAGAI PREDIKTOR *EMPLOYEE ENGAGEMENT*

Abstrak

Employee engagement dengan perusahaan sangat penting untuk mendukung peningkatan kinerja karyawan dan perusahaan. Selain itu, *employee engagement* juga sangat penting sebagai salah satu usaha untuk mempertahankan karyawan bertalenta. Tujuan penelitian ini adalah untuk menguji kemampuan kepuasan kerja dan *well-being* dalam memprediksi *employee engagement* di suatu perusahaan. Hipotesis dari penelitian ini adalah kepuasan kerja dan *well-being* dapat digunakan sebagai prediktor *employee engagement*. Subjek penelitian berjumlah 66 orang yang merupakan karyawan PT. KIEC. Hasil analisis data menggunakan Regresi Berganda diperoleh nilai $R = 0,458$ ($F = 8,355$; $p < 0,01$). Hasil tersebut menunjukkan bahwa ada pengaruh yang signifikan antara kepuasan kerja dan *well-being* terhadap *employee engagement*.

Keywords: *employee engagement*, kepuasan kerja, *well-being*, kinerja.

JOB SATISFACTION AND *WELL-BEING* AS *EMPLOYEE ENGAGEMENT* PREDICTORS

Abstract

Employee engagement of employees with their company is really important to support the improvement of employees' performance and company performance. Moreover, the employee engagement is also very important as an effort to retain some talented employees. The main objective of this research is to evaluate the ability of job satisfaction and well-being in predicting the employee engagement in a company. Then, the hypothesis of this research is job satisfaction and well-being which can be used as predictor of employee engagement. The subject of this research were 66 employees of PT. KIEC and the data analysis was done with multiple regression and R value or $R = 0,458$ ($F = 8,355$; $p < 0,01$). The result of data analysis shows that there is significant influence between Job satisfaction and well-being toward the employee engagement.

Keywords: *employee engagement*, *job satisfaction*, *well-being*, *work performance*.