



INTISARI

Pekerja PT Pertamina Geothermal Energy (PGE) dengan tingkat *engagement* tinggi akan memiliki keterikatan emosi yang tinggi terhadap perusahaan, sehingga *engagement* tersebut akan berpengaruh terhadap kemampuan individu dalam menyelesaikan pekerjaan dengan kualitas kerja yang memuaskan. Pekerja PT PGE yang *engaged* akan termotivasi untuk meningkatkan produktivitasnya, mau menerima tantangan dan merasa pekerjaannya memberi makna bagi dirinya. Hal tersebut akan berdampak positif bagi kinerja pekerja, serta bagi produktivitas dan pertumbuhan perusahaan. Maka dapat dikatakan bahwa *employee engagement* dapat memberikan perubahan bagi baik individu, tim maupun organisasi.

Penelitian ini merupakan penelitian deskriptif analisis yang bertujuan untuk mendeskripsikan atau menggambarkan analisis hasil *employee engagement* di lingkungan PT PGE berdasarkan hasil Survey. Sumber data menggunakan data primer dan sekunder. Pengukuran tingkat *employee engagement* pekerja PT PGE menggunakan kuesioner replikasi dari kuesioner yang sudah baku dari Utrecht Work Engagement Scale (UWES-17). Dalam kuesioner ini *employee engagement* diukur dari 3 (tiga) dimensi yaitu semangat (*vigor*), dedikasi (*dedication*) dan absorpsi (*absorption*). Penelitian ini menggunakan beberapa prosedur analisis data yang dilakukan dengan bantuan perangkat lunak SPSS versi 19.00.

Hasil penelitian menunjukkan bahwa *employee engagement* di lingkungan PT PGE sudah cukup tinggi. Hal tersebut ditunjukkan oleh jawaban responden yang menyatakan cukup sering mereka menyatakan *engaged* atas semangat kerja di perusahaan yang diukur melalui berbagai indikator semangat (*vigor*). Selanjutnya mereka juga cukup sering menyatakan bahwa mereka *engaged* dengan dedikasinya dengan perusahaan (*dedication*) serta antusias menginspirasi terhadap tugas yang diberikan dan memiliki kebanggaan serta menyukai tantangan (*absorption*). Tidak ada perbedaan tingkat *employee engagement* yang signifikan berdasarkan perbedaan gender dan masa kerja secara signifikan pada dimensi *vigor*, *absorption*, dan *dedication*. perbedaan tingkat *employee engagement* terdapat dari kelompok usia yang signifikan terutama pada dimensi *vigor*.

Kata Kunci : *Employee engagement*, Kinerja, *Vigor*, *Absorption*, dan *Dedication*



ABSTRACT

Employees with high levels of engagement will feel emotionally attached to their company and therefore affect their ability to complete their work with satisfying standards. The employees of Pertamina Geothermal Energy who are engaged will be motivated to accept challenges and will find that their work brings meaning to them. This not only leads to positive results in the employee's performance, but also the productivity and growth of the company involved. It can therefore be concluded that employee engagement can have a positive effect on individuals, teams, and organizations.

This research is a descriptive analysis aimed to illustrate the employee engagement at PT PGE based on survey results. The data used are from primary and secondary sources. The level of employee engagement was measured using questionnaires replicating standard questionnaires from The Utrecht Work Engagement Scale (UWES-17). With these questionnaires, employee engagement is measured from 3 dimensions which are vigor, dedication, and absorption. This research has undergone several data analysis procedures which was done using The SPSS version 19.00 software.

The results of the research shows that the level of employee engagement at PT PGE is already quite high. This is indicated by the high number of respondents who have stated that feel engaged by the vibrancy that was measured using several vigor indicators. A number of employees have also expressed they feel engaged by their dedication towards the company and feel inspired in doing the work that is assigned to them. They also feel proud and enjoy the challenges that they encounter in doing their jobs. In terms of the level of employee engagement found there were no substantial dissimilarities based on the grouping of gender and years of service. However, there were significant differences of levels found based on the grouping of age that was quite contrast, especially regarding the vigor dimension.

Keywords: Employee engagement, performance, Vigor, Absorption, and Dedication