

ABSTRAK

Bisnis di bidang bakpia dan wingko di Yogyakarta semakin kompetitif dan salah satunya dirasakan juga oleh pabrik X. Berada di lingkup bisnis kompetitif pabrik bakpia X membutuhkan karyawan yang memiliki work engagement didalam dirinya agar mampu memberikan kualitas terbaik. Banyak faktor yang dapat mempengaruhi terjadinya work engagement dan faktor dominan dalam penelitian ini adalah persepsi lingkungan kerja fisik. Subjek penelitian sebanyak 36 karyawan bagian produksi yang sudah bekerja minimal satu tahun. Metode pengumpulan data menggunakan Skala Work engagement dan Skala Persepsi Lingkungan Kerja Fisik. Hasil koefisien reliabilitas Alpha work engagement sebesar 0,951 dan persepsi lingkungan kerja fisik sebesar 0.924. Analisis data penelitian menggunakan teknik korelasi product moment, hasil koefisien korelasi (r_{xy}) 0.704 ($p < 0.01$), sehingga hipotesis dalam penelitian ini dapat diterima. Artinya terdapat hubungan positif yang sangat signifikan antara persepsi lingkungan kerja fisik dengan work engagement. Sumbangan efektif yang diberikan persepsi lingkungan kerja fisik terhadap variabel work engagement sebesar 49.5% dan sisanya 50.5% dipengaruhi oleh faktor lainnya yang tidak diteliti dalam penelitian ini.

Kata kunci: persepsi lingkungan kerja fisik, work engagement, karyawan

ABSTRACT

The business in the bakpia and wingko sector in Yogyakarta is increasingly competitive and one of them is felt by factory X. Being in the competitive business scope of the bakpia X factory requires employees who have work engagement within themselves to be able to provide the best quality. Many factors can affect the occurrence of work engagement and the dominant factor in this study is the perception of the physical work environment. The research subjects were 36 employees of the production division who had worked for at least one year. The data collection method uses the Work Engagement Scale and the Physical Work Environment Perception Scale. The result of the reliability coefficient of Alpha work engagement is 0.951 and the perception of the physical work environment is 0.924. Analysis of research data using the product moment correlation technique, the results of the correlation coefficient (r_{xy}) 0.704 ($p < 0.01$), so that the hypothesis in this study can be accepted. This means that there is a very significant positive relationship between the perception of the physical work environment and work engagement. The effective contribution given by the perception of the physical work environment to the work engagement variable is 49.5% and the remaining 50.5% is influenced by other factors not examined in this study.

Keywords: perception of the physical work environment, work engagement, employees