

ABSTRAK

Bisnis di bidang konstruksi atau hunian sudah semakin kompetitif sehingga perusahaan dituntut untuk memiliki sumber daya manusia yaitu karyawan yang menanamkan *work engagement* dalam dirinya untuk menjalankan pekerjaan, sehingga bersedia memberikan dedikasi terbesar mencapai kesuksesan. Banyak faktor yang mempengaruhi terjadinya *work engagement*, salah satunya faktor dominan yang digunakan dalam penelitian ini adalah *growth mindset*. Penelitian ini bertujuan untuk mengetahui hubungan antara *growth mindset* dengan *work engagement* pada karyawan PT. Bawana Utama. Subjek penelitian sebanyak 42 karyawan yang telah bekerja minimal 1 tahun. Metode pengumpulan data menggunakan Skala *Work Engagement* dan Skala *Growth Mindset*. Hasil koefisien reliabilitas Alpha pada Skala *Work Engagement* sebesar 0.950 dan Skala *Growth Mindset* sebesar 0.954. Analisis data penelitian menggunakan teknik korelasi *product moment*. Hasil koefisien korelasi (r_{xy}) sebesar 0.643 ($p < 0.000$), sehingga hipotesis dalam penelitian ini dapat diterima. Artinya terdapat hubungan positif yang signifikan antara *growth mindset* dengan *work engagement*. Sumbangan efektif yang diberikan *growth mindset* kepada *work engagement* sebesar 41.3%.

Kata kunci: *work engagement*, *growth mindset*, karyawan

Commented [L1]: Hipotesis?

ABSTRACT

Businesses in the construction or residential sector are increasingly competitive, so companies are required to have human resources, namely employees who instill work engagement in themselves to carry out work, so they are willing to give the greatest dedication to achieve success. Many factors influence the occurrence of work engagement, one of which is the dominant factor used in this study is the growth mindset. This study aims to determine the relationship between growth mindset and work engagement in employees of PT. Bawana Hutama. The research subjects were 42 employees who had worked for at least 1 years. The data collection method uses the Work Engagement Scale and the Growth Mindset Scale. The results of the Alpha reliability coefficient on the Work Engagement Scale are 0.950 and the Growth Mindset Scale is 0.954. Analysis of research data using the product moment correlation technique. The result of the correlation coefficient (r_{xy}) is 0.643 ($p < 0.000$), so the hypothesis in this study can be accepted. This means that there is a significant positive relationship between growth mindset and work engagement. The effective contribution given by the growth mindset to work engagement is 41.3%.

Keywords: *work engagement, growth mindset, employees*