

ABSTRAK

Sumber daya manusia sangat penting peranannya dalam pencapaian tujuan perusahaan, karena kunci keberhasilan untuk memenangkan bisnis agar mampu *survive* dan berkembang berada pada sumber daya manusia selaku pelaku bisnis. Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace incivility* dengan *employee engagement* pada karyawan hotel X. Hipotesis dari penelitian ini adalah bahwa ada hubungan negatif antara *workplace incivility* dan *employee engagement*. Jumlah subjek dalam penelitian ini adalah 44 karyawan hotel X. Alat pengumpulan data menggunakan Skala Likert, dalam bentuk skala *workplace incivility* dan skala *employee engagement*, yang telah diuji pertama kali oleh 48 karyawan hotel (32 karyawan hotel inn malioboro dan 16 karyawan hotel blue safir). Koefisien reliabilitas skala *workplace incivility* adalah 0,923, sedangkan koefisien reliabilitas skala *employee engagement* adalah 0,885. Dari hasil analisis data penelitian diperoleh nilai korelasi antara *workplace incivility* dengan *employee engagement* sebesar -0,396 dengan tingkat signifikansi 0,007 ($p < 0,05$). Hasil ini menunjukkan bahwa ada korelasi negatif antara *workplace incivility* dengan *employee engagement* pada karyawan hotel X, dan hipotesis yang diterima. Variabel *workplace incivility* dalam penelitian ini berkontribusi secara efektif terhadap *employee engagement* 13,6%, sedangkan kontribusi efektif sebesar 86,4% dipengaruhi oleh faktor-faktor lain.

Kata kunci : *workplace incivility, employee engagement*

ABSTRACT

Human resources are very important role in achieving company goals, because the key to success in winning a business in order to be able to survive and develop is in human resources as business people. This study aims to determine the relationship between workplace incivility with employee engagement in X hotel employees. The hypothesis of this study is that there is a negative relationship between workplace incivility and employee engagement. The number of subjects in this study were 44 hotel X employees. The data collection tool used a Likert Scale, in the form of workplace incivility scale and employee engagement scal, which had been first tested of 48 hotel employees (32 employees of Malioboro inn hotels and 16 blue safir hotel employees). Workplace incivility scale reliability coefficient is 0.923, while employee engagement scale reliability coefficient is 0.885. From the results of the analysis of research data, the correlation value between workplace incivility and employee engagement is -0.396 with a significance level of 0.007 ($p < 0.05$). These results indicate that there is a negative correlation between workplace incivility with employee engagement in X hotel employees, and the hypothesis accepted. The variable place incivility in this study effectively contributed to employee engagement 13.6%, while the effective contribution of 86.4% was influenced by other factors.

keywords: workplace incivility, employee engagement