

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Learning Agility* dengan *work engagement* karyawan pada fungsi *Telemarketing* pada perusahaan x. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *Learning agility* dengan *work engagement* karyawan pada *telemarketing* perusahaan x. Subjek penelitian ini berjumlah 150 Karyawan. Pengambilan data penelitian ini menggunakan teknik *Purposive sampling* dengan karakteristik karyawan fungsi *telemarketing* aktif di perusahaan x. Metode pengumpulan data menggunakan skala *learning agility* dengan skala *work engagement* UWES-9 (Utrecht Work Engagement Scale) yang telah di adaptasi. Teknik analisis data menggunakan analisis *product moment* dengan program SPSS. Berdasarkan hasil analisis data, di peroleh hasil korelasi (r_{xy}) = 0,660 ($p < 0,050$). Hasil tersebut menunjukkan bahwa terdapat hubungan yang positif antara *learning agility* dengan *work engagement* karyawan pada fungsi *telemarketing* di perusahaan x. Hal ini menunjukkan hipotesis yang diajukan di terima. Koefisien (R^2) yang diperoleh sebesar 0,435, menunjukkan bahwa variabel *learning agility* memiliki kontribusi sebesar 43,5% terhadap variabel *work engagement* dan sisanya 56,5% di pengaruhi oleh faktor lain.

Kata kunci : *Learning Agility, Work Engagement*

ABSTRACT

This study aims to determine the relationship between Learning Agility and employee work engagement in the Telemarketing function at company x. The hypothesis in this study is that there is a positive relationship between Learning agility and employee work engagement in telemarketing company x. The subjects of this study amounted to 150 Employees. This research data collection uses Purposive sampling technique with the characteristics of active telemarketing function employees in company x. The data collection method uses the learning agility scale with the UWES-9 (Utrecht Work Engagement Scale) adapted. Data analysis techniques use product moment analysis with the SPSS program. Based on the results of data analysis, a correlation result (r_{xy}) = 0.660 ($p < 0.050$) was obtained. These results show that there is a positive relationship between learning agility and employee work engagement in the telemarketing function in company x. This shows that the proposed hypothesis is accepted. The coefficient (R^2) obtained is 0.435, showing that the learning agility variable has a contribution of 43.5% to the work engagement variable and the remaining 56.5% is influenced by other factors

Keyword: *Learning Agility, Work Engagement*