

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Hubungan Antara *Workforce Agility* dengan *Work Engagement* Pada Karyawan *Start Up* di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini adalah adanya hubungan positif antara *workforce agility* dengan *work engagement* pada karyawan *start up* di Yogyakarta. Subjek penelitian ini adalah 101 karyawan yang bekerja di perusahaan *start up*. Metode pengumpulan data pada penelitian ini adalah menggunakan skala *workforce agility* dan *work engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi r_{xy} sebesar $r = 0.891$ dan $p = 0.001$. Hal tersebut menunjukkan bahwa adanya hubungan positif antara *workforce agility* dengan *work engagement* pada karyawan *Start Up* di Yogyakarta, sehingga hipotesis diterima. Diterimanya hipotesis dalam penelitian ini diperoleh koefisien determinasi (R^2) sebesar 0.793 menunjukkan bahwa variabel *workforce agility* pada karyawan *Start Up* di Yogyakarta memiliki kontribusi sebesar 79,3% terhadap *work engagement* dan sisanya 20,7% dapat dipengaruhi oleh faktor lain.

Kata Kunci : *Workforce Agility, Work Engagement*

ABSTRACT

This research aims to determine the relationship between Workforce Agility and Work Engagement in Start Up Employees in Yogyakarta. The hypothesis proposed in this research is that there is a positive relationship between workforce agility and work engagement in start-up employees in Yogyakarta. The subjects of this research were 101 employees who worked in start-up companies. The data collection method in this research is to use the workforce agility and work engagement scales. The data analysis technique used is product moment correlation. Based on the results of data analysis, the correlation coefficient r_{xy} was $r = 0.891$ and $p = 0.001$. This shows that there is a positive relationship between workforce agility and work engagement among Start Up employees in Yogyakarta, so the hypothesis is accepted. Acceptance of the hypothesis in this research obtained a coefficient of determination (R^2) of 0.793, indicating that the workforce agility variable in Start Up employees in Yogyakarta has a contribution of 79.3% to work engagement and the remaining 20.7% can be influenced by other factors.

Keywords : *Workforce Agility, Work Engagement*