ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dengan *employee engagement* pada tenaga kependidikan Universitas X. Hipotesis yang diajukan adalah ada hubungan positif antara kepuasan kerja dengan *employee engagement* pada tenaga kependidikan Universitas X. Subjek dalam penelitian ini berjumlah 53 orang yang memiliki karakteristik seorang tenaga kependidikan. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala Kepuasan Kerja dan Skala *Employee Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis sebesar 0,690 dengan p = 0,000 (p < 0,05). Hasil tersebut menunjukan bahwa terdapat hubungan positif yang signifikan antara kepuasan kerja dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,476 variabel kepuasan kerja menunjukkan kontribusi 47,6% terhadap *employee engagement* dan dan sisanya 52,4% dipengaruhi oleh faktor lain yaitu pengembangan karir, kepemimpinan, pemberdayaan, *image*, kesempatan yang sama dan perlakuan yang adil, penilaian kinerja, gaji dan bonus, kesehatan dan keselamatan, komunikasi, *family friendliness*, dan *co-operation*.

Kata kunci: kepuasan kerja, *employee engagement*

ABSTRACT

This study aims to determine the relationship between job satisfaction and employee engagement at University X education staff. The hypothesis proposed is that there is a positive relationship between job satisfaction and employee engagement at the University X's education staff. The subjects in this study were 53 people who had the characteristics of an educational staff . How to take the subject using the purposive sampling method. The data collection of this study uses the Job Satisfaction Scale and the Employee Engagement Scale. The data analysis technique used is product moment correlation from Karl Pearson. Based on the results of data analysis obtained the correlation coefficient (R) hypothesis of 0.690 with $p = 0,000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between job satisfaction and employee engagement. The acceptance of the hypothesis in this study shows that the coefficient of determination (R^2) of 0.476 variable job satisfaction shows a contribution of 47.6% to employee engagement and and the remaining 52.4% is influenced by other factors namely career development, leadership, empowerment, image, equal opportunity and fair treatment, performance appraisal, salaries and bonuses, health and safety, communication, family friendliness, and co-operation.

Keywords*: job satisfaction, employee engagement*