

HUBUNGAN ANTARA PERSEPSI TERHADAP BEBAN KERJA DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN KEBUN RAYA KEBUN BINATANG GEMBIRA LOKA

Muhammad Faizin Abdilah

Universitas Mercu Buana Yogyakarta
faizinabdilah@gmail.com

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap beban kerja dengan *employee engagement* pada karyawan Kebun Raya Kebun Binatang Gembira Loka yang berjumlah 40 karyawan. Metode pengumpulan data menggunakan skala Persepsi Terhadap Beban Kerja dan Skala *Employee Engagement*. Penelitian ini menggunakan teknik analisis korelasi *Product Moment* dari Karl Pearson. Berdasarkan hasil analisis data menghasilkan nilai korelasi sebesar $(r) = 0,561$ ($p < 0,000$). Hal ini menunjukkan bahwa adanya hubungan positif yang sangat signifikan antara persepsi terhadap beban kerja dengan *employee engagement*. Besarnya koefisien determinasi (R^2) yaitu 0,315, hal tersebut menunjukkan bahwa variabel persepsi terhadap beban kerja memiliki kontribusi 31,5% terhadap *employee engagement*. Dalam penelitian ini dapat disimpulkan bahwa hipotesis yang diajukan peneliti diterima.

Kata Kunci: persepsi, beban kerja, *employee engagement*

RELATIONSHIP BETWEEN PERCEPTION OF WORK LOADS WITH EMPLOYEE ENGAGEMENT IN KEBUN RAYA KEBUN BINATANG GEMBIRA LOKA

Muhammad Faizin Abdilah

Mercu Buana University Yogyakarta
faizinabdilah@gmail.com

Abstract

This study aims to determine the relationship between perceptions of workload with employee engagement on the employees of KRKB Gembira Loka, amounting to 40 employees. The research method used is quantitative research and uses the Perception of Workload Scale and Employee Engagement Scale. This study uses the Product Moment correlation analysis technique from Karl Pearson. Based on the results of data analysis produces a correlation value of $(r) = 0.561$ ($p < 0,000$). This shows that there is a very significant positive relationship between perceptions of workload with employee engagement. The magnitude of the coefficient of determination (R^2) is 0.315, it shows that the variable perception of workload contributes 31.5% to employee engagement. In this study it can be concluded that the hypothesis proposed by the researcher is accepted.

Keywords: perception, workload, employee engagement