HUBUNGAN ANTARA *ADVERSITY INTELLIGENCE* DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN HOTEL DI KAWASAN INDONESIA *TOURISM DEVELOPMENT CORPORATION* (ITDC) NUSA DUA BALI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *adversity intelligence* dengan *employee engagement* pada karyawan hotel di kawasan Indonesia *Tourism Development Corporation* (ITDC) Nusa Dua Bali. Hipotesis yang diajukan adalah ada hubungan positif antara *adverity intelligence* dengan *employee engagement* pada karyawan hotel di kawasan Indonesia *Tourism Development Corporation* (ITDC) Nusa Dua Bali. Subjek dalam penelitian ini berjumlah 70 orang yang memiliki karakteristik minimal masa kerja lebih dari 1 tahun. Cara pengambilan subjek dengan menggunakan *purposive sampling*. Metode pengumpulan data yang digunakan dalam penelitian ini menggunakan Skala *Adversity Intelligence* dan Skala *Employee Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson Hasil analisis data diperoleh koefisien korelasi antara *adverity intelligence* dengan *employee engagement* adalah (r_{xy}) = 0.650 dengan p = 0.000 (p < 0.05). Hasil tersebut menunjukkan bahwa ada hubungan positif signifikan antara *adversity intelligence* dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) menujukkan bahwa variabel *adversity intelligence* berkontribusi sebesar 42,3% terhadap *employee engagement* dan sisanya 57,7% dipengaruhi oleh faktor lain yaitu *job demands, job resources* dan *personal resources.*

Kata kunci: *adversity intelligence, employee engagement*

THE RELATIONSHIP BETWEEN ADVERSITY INTELLIGENCE WITH EMPLOYEE ENGAGEMENT HOTEL EMPLOYEE IN INDONESIA TOURISM DEVELOPMENT CORPORATION (ITDC) NUSA DUA BALI

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ABSTRACT

This research aims to determibe the relationship between adversity intelligence with employee engagement hotel employee in Indonesia Tourism Developmen Corporation (ITDC) Nusa Dua Bali. The hypothesis proposed is that there is a positive relationship between adversity intelligence and employee engagement hotel employee in Indonesia Tourism Development Corporation (ITDC) Nusa Dua Bali. The subjects in this study amounted to 70 people who had the characteristics work period of more than 1 year. How to retrieve subjects using purposive sampling method. Retrieval of this research data using the adversity intelligence Scale and employee engagement Scale. The data analysis technique moment correlation from Karl Pearson. The result of the data analysis obtained the correlation coefficient between adversity intelligence and employee engagement is (rxy) = 0.650 with p = 0.000 (p < 0.05). these results indicate that there is a significant positive relationship between adversity intelligence with employee engagement. Acceptance of the hypothesis in this study showed a coefficient of determination (R^2) showed that the variable adversity intelligence contributed 42.3% of employee engagement and the remaining 57.7% was influenced by other factors namely job demans, job resources and personal resources.

Keywords: *adversity intelligence, employee engagement*