

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh variabel pengaruh kepuasan kerja, *perceived organizational support*, dan komitmen karyawan terhadap *work engagement*. Pendekatan penelitian menggunakan metode kuantitatif. Penelitian dilakukan pada kantor cabang dari Sicepat Ekspres Yogyakarta. Sumber data yang digunakan adalah data primer. Sampel yang digunakan dalam penelitian ini terdiri dari 105 sampel dari karyawan Ekspedisi Sicepat Ekspres. Teknik pengumpulan data dengan metode angket (kuesioner). Analisis data dilakukan dengan teknik regresi linier berganda. Berdasarkan analisis regresi linier berganda diperoleh persamaan regresinya yaitu $Y = 0,211 + 0,327X_1 + 0,152X_2 + 0,444X_3$. Hasil uji t maka dapat disimpulkan bahwa kepuasan kerja, *perceived organizational support*, dan pemberian komitmen karyawan secara parsial berpengaruh signifikan terhadap *work engagement*. Hasil uji F menunjukkan kepuasan kerja, *perceived organizational support*, dan pemberian komitmen karyawan secara bersama-sama berpengaruh signifikan terhadap *work engagement*. Diperoleh nilai *Adjusted R²* sebesar 0,499 yang artinya *work engagement* Ekspedisi Sicepat Ekspres dipengaruhi oleh kepuasan kerja, *perceived organizational support*, dan pemberian komitmen karyawan sebesar 49,9%.

Kata kunci : Kepuasan Kerja, *Perceived Organizational Support*, Komitmen Karyawan, *Work Engagement*.

ABSTRACT

The purpose of this study was to determine the effect of the variables on job satisfaction, perceived organizational support, and employee commitment to work engagement. The research approach uses quantitative methods. The research was conducted at the branch office of Sicepat Ekspres Yogyakarta. The data source used is primary data. The sample used in this study consisted of 105 samples from Sicepat Ekspres Ekspedisi employees. The technique of collecting data is the questionnaire method (questionnaire). Data analysis was performed using multiple linear regression technique. Based on multiple linear regression analysis, the regression equation obtained is $Y = 0.211 + 0.327X_1 + 0.152X_2 + 0.444X_3$. The results of the t-test can be concluded that job satisfaction, perceived organizational support, and partial employee commitment have a significant effect on work engagement. The results of the F test show that job satisfaction, perceived organizational support, and providing employee commitment together have a significant effect on work engagement. The value of Adjusted R² is 0.499, which means that Sicepat Express Expedition's work engagement is influenced by job satisfaction, perceived organizational support, and employee commitment of 49.9%.

Keywords: Job Satisfaction, Perceived Organizational Support, Employee Commitment, Work Engagement.