

ABSTRAK

Pada era globalisasi saat ini, *job engagement* menjadi hal yang penting untuk diperhatikan oleh perusahaan manapun. Banyak kalangan berpendapat bahwa *job engagement* harus diperhatikan secara serius oleh eksekutif di bidang SDM agar perusahaan dapat bertahan dan berkembang. Penelitian ini bertujuan untuk mengetahui hubungan antara resiliensi dan dukungan rekan kerja dengan *job engagement* pada karyawan di PT. X Yogyakarta. Subjek dalam penelitian ini adalah karyawan di PT. X Yogyakarta yang berusia minimal 25 tahun dengan jumlah subjek sebanyak 40 orang. Metode pengumpulan data menggunakan skala resiliensi, skala dukungan rekan kerja dan skala *job engagement*. Metode analisis data yang digunakan adalah analisis regresi ganda. Berdasarkan hasil penelitian, hipotesis satu diperoleh korelasi antara resiliensi dan *job engagement* sebesar $r = 0,601$ dengan nilai $p = 0,000$ ($p < 0,050$) yang berarti ada hubungan positif yang signifikan antara resiliensi dengan *job engagement*. Hipotesis dua diperoleh korelasi antara dukungan rekan kerja dan *job engagement* sebesar $r = 0,109$ dengan nilai $p \geq 0,252$ berarti tidak ada hubungan yang signifikan antara dukungan rekan kerja dengan *job engagement*. Hipotesis ketiga di peroleh korelasi secara bersama-sama antara resiliensi dan dukungan rekan kerja dengan *job engagement* sebesar $R = 0,606$ dengan nilai signifikansi F hitung sebesar $10,750 > F$ Tabel yakni $3,25$ dan p sebesar $0,000$ ($p < 0,050$) berarti bahwa adanya hubungan yang signifikan secara bersama-sama antara resiliensi dan dukungan rekan kerja dengan *job engagement*.

Kata kunci : resiliensi, dukungan rekan kerja, *job engagement*

ABSTRACT

In the current era of globalization, job engagement is an important thing for any company to pay attention to. Many people think that job engagement must be seriously considered by executives in the HR field so that the company can survive and develop. This study aims to determine the relationship between resilience and co-worker support with job engagement on employees at PT. X Yogyakarta. The subjects in this study were employees at PT. X Yogyakarta who is at least 25 years old with a total of 40 subjects. The data collection method uses a resilience scale, co-worker support scale and job engagement scale. The data analysis method used is multiple regression analysis. Based on the results of the study, the first hypothesis obtained that there was a correlation between resilience and job engagement of $r = 0.601$ with a value of $p = 0.000$ ($p < 0.050$) which means that there is a significant positive relationship between resilience and job engagement. The second hypothesis is obtained that the correlation between coworker support and job engagement is $r = 0.109$ with a p value of 0.252 which means that there is no significant relationship between co-worker support and job engagement. The third hypothesis obtained a joint correlation between resilience and co-worker support with job engagement of $R = 0.606$ with a significance value of calculated F of $10.750 > F$ Table of 3.25 and p of 0.000 ($p < 0.050$) meaning that there is a significant relationship jointly significant between resilience and co-worker support with job engagement.

Keywords: *resilience, co-worker support, job engagement*