

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi lingkungan kerja fisik dengan *employee engagement* pada karyawan CV. Busana Mandiri Yogyakarta. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara persepsi lingkungan kerja fisik dengan *employee engagement* karyawan CV. Busana Mandiri Yogyakarta. Subjek penelitian adalah karyawan bagian produksi yang sudah bekerja minimal 6 bulan dan berstatus karyawan tetap sebanyak 53 karyawan. Pengambilan subjek menggunakan *sampling purposive* dengan data yang dikumpulkan menggunakan Skala *Employee Engagement* dan Skala Persepsi Lingkungan Kerja Fisik. Data dianalisis menggunakan korelasi *product moment* dengan program SPSS v.23. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0.650 dengan $p = 0.000$ ($p < 0.005$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara persepsi lingkungan kerja fisik dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.422 yang berarti persepsi lingkungan kerja fisik memiliki kontribusi 42.2% terhadap *employee engagement* dan sisanya dan sisanya 57.8% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini yaitu faktor kepemimpinan, kompensasi, pelatihan, dan kelompok kerja.

Kata kunci : persepsi lingkungan kerja fisik, *employee engagement*.

ABSTRACT

This study aims to determine the relationship between perceptions of the physical work environment and employee engagement on CV employees. Mandiri Clothing Yogyakarta. The hypothesis in this study is that there is a positive relationship between the perception of the physical work environment and employee engagement CV. Mandiri Clothing Yogyakarta. The research subjects were production department employees who had worked for at least 6 months and had 53 permanent employees. Subject collection uses purposive sampling with data collected using the Employee Engagement Scale and the Physical Work Environment Perception Scale. Data were analyzed using product moment correlation with the SPSS v.23 program. Based on the results of the analysis, obtained a correlation value of 0.650 with $p = 0.000$ ($p < 0.005$). These results indicate that there is a significant positive relationship between the perception of the physical work environment and employee engagement. The acceptance of the hypothesis in this study shows the coefficient of determination (R^2) of 0.422 which means that the perception of physical work environment contributes 42.2% to employee engagement and the rest and the remaining 57.8% is influenced by other factors not examined in this study, namely leadership factors, compensation, training, and teamwork.

Keywords: *perception of physical work environment, employee engagement.*