

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *organizational trust* dengan *employee engagement* pada mahasiswa yang bekerja. Hipotesis yang diajukan adalah ada hubungan yang positif antara *organizational trust* dengan *employee engagement* pada mahasiswa yang bekerja. Subjek dalam penelitian ini berjumlah 50 orang yang memiliki karakteristik masa kerja minimal 1 tahun. Cara pengambilan subjek menggunakan metode *purposive sampling*. Pengumpulan data penelitian menggunakan dua skala yaitu Skala *Employee Engagement* dan Skala *Organizational Trust*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,384 dengan $p = 0,002$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *organizational trust* dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,148 variabel *organizational trust* menunjukkan kontribusi 14,8% terhadap *employee engagement* dan sisanya 85,2% dipengaruhi oleh faktor lain yaitu dukungan terhadap pengawas dan organisasi, karakteristik pekerjaan, *reward and recognition*, *procedural and distributive justice*.

Kata kunci: *organizational trust, employee engagement*

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This research aims to determine the relationship between organizational trust with employee engagement in working students. The hypothesis proposed is that there is a positive relationship between organizational trust with employee engagement in working students. Subjects in this study amounted to 50 people who had the characteristics minimum service period of 1 year. How to retired subject using purposive sampling method. Retrieval research data using two scales, Employee Engagement Scale and Organizational Trust Scale. The data analysis technique using product moment correlation from Karl Pearson. Based on the results of data analysis obtained correlation coefficient (R) of 0.384 with $p = 0.002$ ($p < 0.05$). These results indicate that there is a significant positive relationship between organizational trust with employee engagement. The acceptance of the hypothesis in this study show that the coefficient of determination (R^2) of 0.148 that means organizational trust variables show a contribution of 14.8% to employee engagement and the remaining 85.2% is influenced by other factors, such as perceived supervision and organizational support, job characteristics, reward and recognition, procedural and distributive justice.

Keywords: organizational trust, employee engagement