

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace well-being* dengan *employee engagement* pada karyawan Superdazzle. Hipotesis yang diajukan adalah ada hubungan positif antara *workplace well-being* dengan *employee engagement* pada karyawan Superdazzle. Subjek penelitian ini berjumlah 60 orang yang memiliki karakteristik minimal masa kerja lebih dari 3 bulan. Cara pengambilan subjek dengan menggunakan *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Workplace Well-Being* dan Skala *Employee Engagement*. Teknik analisis data yang digunakan adalah korelasi *product momen* dari Karl Pearson. Berdasarkan hasil analisis data yang diperoleh koefisien korelasi (R) sebesar = 0,788 dengan $p = 0.000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan yang positif yang signifikan antara *workplace well-being* dengan *employee engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,620 variabel *workplace well-being* menunjukkan kontribusi 62% terhadap *employee engagement* dan sisanya 38% dipengaruhi oleh faktor lain yaitu *perceived organizational and supervisor support*, karakteristik pekerjaan, pengakuan dan penghargaan, dan keadilan organisasi.

Kata kunci: *employee engagement, workplace well-being*

Abstract

The study aims to find out the relationship between workplace well-being and employee engagement on Superdazzle employees. The proposed hypothesis is there is a positive relationship between workplace well-being and employee engagement on Superdazzle employees. The subject of this study amounted to 60 people who have the minimum characteristics of the working period of more than 3 months. How to capture a subject using purposive sampling. The retrieval of this research data uses Well-Being Workplace scale and Employee Engagement scale. The data analysis technique used was the correlation of the moment product from Karl Pearson. Based on the data analysis results obtained the correlation coefficient (R) of = 0.788 with $P = 0.000$ ($P < 0.05$). The results indicated that there was a significant positive relationship between workplace well-being and employee engagement. The hypothesis received in this study showed that the coefficient of determination (R^2) of 0.620 of the workplace variable well-being showed a 62% contribution to employee engagement and the remaining 38% was influenced by other factors, perceived organizational and supervisor support, job characteristics, recognition and appreciation, and organizational fairness.

Keywords: employee engagement, workplace well-being