Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *job demands* dengan *work engagement* pada garda depan PT. X. Jumlah subjek penelitian disini adalah 54 Garda depan dengan ciri-ciri garda depan dengan minimal kerja 3 bulan bekerja. Metode analisis data yang digunakan adalah analisis *Pearson Correlation*. Skala *work engagement* 21 dan Skala *job demands* 15 aitem.Teknik analisis yang digunakan adalah menggunakan *product moment*. Berdasarkan hasil penelitian, diperoleh koefisien korelasi rxy = -653 dengan taraf signifikansi sebesar p = 0,000 (p <0,05) yang berarti bahwa ada hubungan negatif antara *job demands* dengan *work engagement*. Nilai koefisien determinasi (R Squared) sebesar 0,410 menunjukkan bahwa variabel *job demands* memiliki kontribusi sebesar 41% terhadap variabel *work engagement* pada garda depan PT. X dan sisanya dipengaruhi oleh faktor lain. *Work engagement* menjadi salah satu hal yang penting bagi PT. X guna meningkatkan produktivitas kerja garda depan.

Kata kunci: *work engagement*, *job demands*

Abstract

This study aims to determine the relationship between job demands with work engagement, among employees of PT. X. The number of research subjects here is 54 employees with the characteristics of employees with a minimum of 3 Month working. The data analysis method used is the Pearson Correlation analysis. The 21-item work engagement and Scale of 15 item job demands. The analysis technique used is to use product moment. Based on the results of the study, obtained correlation coefficient rxy = -649 with a significance level of p = 0,000 (p <0.05) which means that there is a negative relationship between job demands with work engagement. The coefficient of determination (R Squared) of 0.410 indicates that the job demands variable has a contribution of 41% to the variable of work engagement in Employees of PT.X and the rest is influenced by other factors. Work engagement becomes on of important for PT. X in order to increase employee productivity.

Keywords: work engagement, job demands