ABSTRAK

Penelitian ini bertujuan untuk menguji secara empiris hubungan antara *quality of work life* dengan *work engagement* pada karyawan salon kecantikan di Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif. Hipotesis yang diajukan adalah adanya hubungan positif antara *quality of work life* dengan *work engagement* pada karyawan salon kecantikan di Yogyakarta. Artinya, semakin tinggi *quality of work life* yang dimiliki karyawan, maka semakin tinggi pula *work engagement*-nya, begitu pula sebaliknya. Populasi dalam penelitian ini adalah karyawan salon kecantikan di Yogyakarta. Sampel penelitian berjumlah 152 karyawan yang dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan dengan menggunakan dua instrumen, yaitu Skala *Quality of Work Life* dan Skala *Work Engagement*. Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara *quality of work life* dengan *work engagement* pada karyawan salon kecantikan di Yogyakarta, dengan nilai koefisien korelasi sebesar $r = 0{,}845$ dan nilai signifikansi $p = 0{,}000$ ($p < 0{,}05$). Dengan demikian, hipotesis penelitian diterima.

Kata Kunci: karyawan salon kecantikan, *quality of work life*, *work engagement*.

ABSTRACT

This study aims to empirically examine the relationship between quality of work life and work engagement among beauty salon employees in Yogyakarta. This study used a quantitative approach. The proposed hypothesis is a positive relationship between quality of work life and work engagement among beauty salon employees in Yogyakarta. This means that the higher the quality of work life, the higher the employee's work engagement, and vice versa. The population in this study were beauty salon employees in Yogyakarta. The research sample consisted of 152 employees selected using a purposive sampling technique. Data collection was conducted using two instruments: the Quality of Work Life Scale and the Work Engagement Scale. The results showed a significant positive relationship between quality of work life and work engagement among beauty salon employees in Yogyakarta, with a correlation coefficient of $r = 0.845$ and a significance value of $p = 0.000$ ($p < 0.05$). Thus, the research hypothesis was accepted.

Keywords: beauty salon employees, quality of work life, work engagement.