

Abstrak

Penelitian ini dilatar belakangi oleh tuntutan kawasan industri Morowali terhadap karyawan untuk memiliki kemampuan adaptif dan responsif dalam menghadapi perubahan lingkungan kerja yang dinamis, sehingga *workforce agility* menjadi kompetensi yang krusial. Penelitian ini bertujuan untuk mengetahui hubungan antara *employee engagement* dengan *workforce agility* pada karyawan perusahaan di Morowali. Penelitian ini menggunakan metode kuantitatif korelasional dengan subjek 119 karyawan aktif perusahaan di Morowali yang memiliki masa kerja minimal 6 bulan. Pengumpulan data menggunakan *Employee Engagement Scale (EES)* OLEH Shuck dkk. (2016) yang mencakup aspek kognitif, emosional, dan perilaku, serta Skala *Workforce Agility* Oleh Viranda dan Safitri (2023) yang mencakup aspek proaktivitas, adaptivitas dan resiliensi, Analisis data menggunakan teknik korelasi *Product Moment-Pearson* melalui Jamovi2.7.30. hasil kategori tinggi untuk *Employee Engagement* (66,4%) maupun *Workforce Agility* (71,4%). Uji normalitas menunjukkan kedua variabel berdistribusi normal, dan uji linieritas menunjukkan hubungan yang linear antara keduanya. Hasil uji hipotesis menunjukkan koefisien korelasi $r=0,639$ dengan $p<0,001$, yang berarti terdapat hubungan positif yang signifikan antara *Employee Engagement* dengan *Workforce Agility*. Koefisien determinasi (R^2)= 0.408 menunjukkan sumbangan efektif *Employee Engagement* sebesar 40,8% terhadap *Workforce Agility*, sedangkan 59,2% dipengaruhi oleh faktor lain. Hipotesis dalam penelitian ini diterima; semakin tinggi *Employee Engagement*, maka semakin tinggi pula *Workforce Agility*.

Kata kunci: Keterlibatan Karyawan, Ketangkasan Tenaga Kerja, Karyawan

Abstract

This research is motivated by the demands of the Morowali industrial area for employees to have adaptive and responsive abilities in facing changes in the dynamic work environment, so that workforce agility becomes a crucial competency. This study aims to determine the relationship between employee engagement and workforce agility in company employees in Morowali. This study uses a quantitative correlational method with subjects of 119 active employees of companies in Morowali who have a minimum work period of 6 months. Data collection uses the Employee Engagement Scale (EES) BY Shuck et al. (2016) which includes cognitive, emotional, and behavioral aspects, as well as the Workforce Agility Scale By Viranda and Safitri (2023) which includes aspects of proactivity, adaptivity and resilience, Data analysis uses the Product Moment-Pearson correlation technique through Jamovi2.7.30. high category results for Employee Engagement (66.4%) and Workforce Agility (71.4%). The normality test shows that both variables are normally distributed, and the linearity test shows a linear relationship between the two. The results of the hypothesis test show a correlation coefficient of $r = 0.639$ with $p < 0.001$, which means there is a significant positive relationship between Employee Engagement and Workforce Agility. The coefficient of determination (R^2) = 0.408 shows an effective contribution of Employee Engagement of 40.8% to Workforce Agility, while 59.2% is influenced by other factors. The hypothesis in this study is accepted; the higher the Employee Engagement, the higher the Workforce Agility.

Keywords: *Employee Engagement, employees Workforce Agility*