

ABSTRAK

Keterikatan Kerja merupakan sikap positif terhadap pekerjaan dan organisasi tempat mereka bekerja. Penelitian ini merupakan penelitian ex-post facto (pengukuran setelah kejadian), dengan desain Analisis Jalur (Path Analysis) digunakan untuk mengetahui besarnya hubungan dan pengaruh langsung dan tidak langsung kesesuaian peran kerja (X1), komitmen organisasional (X2), terhadap keterikatan kerja (X3). Terdapat dampak yang signifikan antara kesesuaian peran kerja serta komitmen organisasi secara bersama-sama pada keterikatan kerja. Berdasarkan hasil penelitian diperoleh hasil besarnya pengaruh kesesuaian peran kerja terhadap keterikatan kerja menunjukkan hasil $R_{yx1x2} = 0,926$, dengan p-value $0,000 < 0,05$ yang menyatakan H_0 ditolak artinya ada pengaruh kesesuaian peran kerja dan komitmen organisasional terhadap keterikatan kerja. Ada pengaruh kesesuaian peran kerja terhadap keterikatan kerja. Hipotesis penelitian kedua adalah terdapat dampak kesesuaian peran kerja pada keterikatan kerja pada pegawai Pemda Kabupaten Provinsi Bali. Berdasarkan hasil uji analisis jalur atau Path Analysis pada Tabel 4.8 diperoleh hasil bahwa besarnya pengaruh kesesuaian peran kerja terhadap keterikatan kerja sebesar 0,771 dengan p-value $0,000 < 0,05$. Terdapat Pengaruh Komitmen Organisasi terhadap Keterikatan kerja. Hipotesis penelitian ketiga adalah terdapat dampak komitmen organisasional pada keterikatan kerja pada pegawai Pemerintah Daerah Kabupaten Provinsi Bali. berdasarkan hasil uji analisis jalur atau Path Analysis pada Tabel 4.8 diperoleh hasil besarnya pengaruh komitmen organisasi terhadap work engagement sebesar 0,388 dengan p-value $0,000 < 0,05$. Kesesuaian peran kerja serta Komitmen Organisasi berpengaruh positif signifikan pada keterikatan kerja pada Staff Pemda Kabupaten Provinsi Bali. Kesesuaian peran kerja berdampak positif signifikan pada keterikatan kerja pada Staff Pemda Kabupaten Provinsi Bali. Komitmen Organisasi berdampak positif signifikan pada keterikatan kerja pada staff Pemda Kabupaten Provinsi Bali.

Kata-Kata Kunci :Keterikatan Kerja, Komitmen Organisasional, Kesesuaian Peran Kerja

ABSTRACT

Work engagement is a positive attitude towards work and the organization in which they work. This research is an ex-post facto research (measurement after the event), with a Path Analysis design used to determine the magnitude of the relationship and the direct and indirect influence of work role suitability (X1), organizational commitment (X2), on work engagement (X3). There is a significant influence between work role suitability and organizational commitment together on work engagement. Based on the research results, it was obtained that the magnitude of the influence of work role suitability on work engagement showed the results $R_{yx1x2} = 0.926$, with a p-value of $0.000 < 0.05$ which stated that H_0 was rejected, meaning that there was an effect of work role suitability and organizational commitment on work engagement. There is an influence of work role suitability on work engagement. The second research hypothesis is that there is an influence of work role suitability on work engagement in employees of the Regional Government of the Regency of Bali Province. Based on the results of the path analysis test or Path Analysis in Table 4.8, it was found that the magnitude of the influence of work role suitability on work engagement was 0.771 with a p-value of $0.000 < 0.05$. There is an Effect of Organizational Commitment on Work Engagement. The third research hypothesis is that there is an influence of organizational commitment on work engagement in employees of the Regional Government of the Regency of Bali Province. based on the results of the path analysis test or Path Analysis in Table 4.8, the results show that the magnitude of the influence of organizational commitment on work engagement is 0.388 with a p-value of $0.000 < 0.05$. Appropriateness of work roles and Organizational Commitment have a significant positive effect on work engagement in Regional Government Employees of the Regency of Bali Province. Appropriateness of work roles has a significant positive effect on work engagement for Regional Government Employees of the Regency of Bali Province. Organizational Commitment has a significant positive effect on work engagement in the Regional Government Employees of the Regency of Bali Province.

Keywords: Work Engagement, Organizational Commitment, Work Role Suitability