

HUBUNGAN JOB CHARACTERISTICS, EMPLOYEE ENGAGEMENT, DAN KOMITMEN AFEKTIF

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan *job characteristics*, *employee engagement* dan komitmen afektif. Dalam penelitian ini diajukan dua hipotesis mayor dan dua hipotesis minor. Hipotesis mayor yang pertama, *job characteristics* memiliki hubungan yang signifikan dengan komitmen afektif. Kedua, *employee engagement* memiliki hubungan yang signifikan dengan komitmen afektif. Sedangkan, hipotesis minor dalam penelitian ini adalah *job engagement* memiliki hubungan signifikan dengan komitmen afektif dan *organizational engagement* memiliki hubungan signifikan dengan komitmen afektif. Subjek dalam penelitian berjumlah 166 karyawan yang bekerja di perusahaan yang bergerak di bidang penerbitan dan percetakan di Klaten, Jawa Tengah. Skala yang digunakan dalam penelitian ini merupakan skala adaptasi dari Allen dan Meyer (1990) untuk komitmen afektif, Saks (2006) untuk *employee engagement*, dan *job characteristics* yang disusun oleh peneliti berdasarkan teori *Job Characteristics Model* oleh Hackman dan Oldham (1975). Skala komitmen afektif memiliki 8 item dengan koefisien reliabilitas sebesar $\alpha = 0.76$, skala *job characteristics* memiliki 18 item dengan koefisien reliabilitas $\alpha = 0.73$, dan skala *employee engagement* dengan 11 item yang memiliki koefisien reliabilitas $\alpha = 0.67$. Pengujian hipotesis dilakukan dengan menggunakan uji korelasi Spearman's rho karena persebaran data dalam penelitian ini tidak normal. Hasil uji korelasi antara *job characteristics* dan komitmen afektif memiliki korelasi yang positif dan signifikan ($r = 0.408$, $p = 0.000$). Begitu juga dengan *employee engagement* yang memiliki korelasi positif dan signifikan dengan komitmen afektif ($r = 0.466$, $p = 0.000$). Disisi lain, hasil analisis juga menunjukkan bahwa komitmen afektif dan *job engagement* menunjukkan korelasi yang positif dan signifikan ($r = 0.347$, $p = 0.000$). Variabel komitmen afektif dan *organizational engagement* juga memiliki korelasi yang positif dan signifikan ($r = 0.412$, $p = 0.000$).

Kata kunci : *employee engagement*, *job characteristics*, *job engagement*, komitmen afektif, *organizational engagement*

**RELATIONSHIP BETWEEN JOB CHARACTERISTICS, EMPLOYEE
ENGAGEMENT, AND AFFECTIVE COMMITMENT**

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ABSTRACT

This study aimed to investigate the relationship job characteristics, employee engagement and affective commitment. This study has two major hypotheses and two minor hypotheses. The first major hypotheses, job characteristics has a significant relationship with affective commitment. Second, employee engagement has a significant relationship with affective commitment. Meanwhile, the minor hypotheses in this study is that job engagement has a significant relationship with affective commitment and organizational engagement has a significant relationship with affective commitment. The amount of subjects for this study is 166 employees who work in publishing and printing, PT. Intan Pariwara, Klaten, Central Java. The measurement tools that is used for this study is the scale that has been adapted from Allen and Meyer (1990) for affective commitment, Saks (2006) for employee engagement, and job characteristics which compiled by researchers based on Job Characteristics Model theory by Hackman and Oldham (1975). The affective commitment scale has 8 items with reliability coefficient of $\alpha = 0.76$, job characteristics scale has 18 items with reliability coefficient $\alpha = 0.73$, and employee engagement scale with 11 items having reliability coefficient $\alpha = 0.67$. Hypotheses testing is done by using Spearman's rho correlation test because the data distribution in this study isn't normal. The correlation test between job characteristics and affective commitment has a positive and significant correlation ($r = 0.408, p = 0.000$). Similarly, employee engagement has a positive and significant correlation with affective commitment ($r = 0.466, p = 0.000$). On the other hand, the results of the analysis also showed that affective commitment and job engagement showed a positive and significant correlation ($r = 0.347, p = 0.000$). Affective commitment and organizational engagement variables also have a positive and significant correlation ($r = 0.412, p = 0.000$).

Kata kunci : *employee engagement, job characteristics, job engagement, affective commitment, organizational engagement*