

Pengaruh motivasi dan job resources serta personal resources terhadap work engagement pada karyawan bank

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Abstrak

Penelitian ini bertujuan untuk menganalisis Pengaruh Motivasi dan Job Resources serta Personal Resources terhadap Work Engagement dengan menggunakan analisis regresi linear berganda dengan 85 responden. Hasil pengujian hipotesis menunjukkan bahwa Motivasi, Job Resources, dan Personal Resources berpengaruh positif dan signifikan terhadap Work Engagement. Selain itu R² menunjukkan bahwa 55% Work Engagement (Y) pada Bank Bukopin Cabang Samarinda dipengaruhi oleh Motivasi, Job Resources, dan Personal Resources dan sisanya 45% dipengaruhi oleh variabel lain yang tidak termasuk dalam penelitian ini.

Kata Kunci: Motivasi; sumber daya pekerjaan; sumber daya pribadi; keterlibatan kerja

The influence of motivation and job resources and personal resources to work engagement on bank employees

Abstract

This research aim to analyse The effect of Motivation and Job Resources as well as Personal Resources and impact on Work Engagement by using multiple linear regression analysis with 85 respondents. Result of Hypothesis testing have shown that the Motivation, Job Resources, and Personal Resources give positive and significant effect to Work Engagement. In additional R² have shown that 55% of Work Engagement (Y) on Bank Bukopin Cabang Samarinda had impact by Motivation, Job Resources, and Personal Resources and the remaining 45% is impacted by other variables that's not included in this research.

Keywords: Motivasi; job resources; personal resources; work engagement