

Pengaruh social support, self-efficacy, dan career adaptability terhadap work engagement di Kantor Pusat PT Pertamina (Persero) = The effect of social support, self-efficacy, and career adaptability on work engagement: study on PT Pertamina (Persero) Headquarters

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh social support, self-efficacy, dan career adaptability terhadap work engagement. Penelitian ini menggunakan pendekatan kuantitatif melalui teknik survei. Teknik penarikan sampel dalam penelitian ini menggunakan teknik convenience dengan jumlah responden yang terkumpul sebanyak 131 pekerja berstatus PWTT yang telah bekerja selama 1 tahun di Kantor Pusat PT Pertamina (Persero). Analisis data dilakukan dengan analisis deskriptif dan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa social support mempengaruhi work engagement secara positif dan signifikan, self-efficacy mempengaruhi work engagement secara positif dan signifikan, dan juga career adaptability mempengaruhi work engagement secara positif dan signifikan. Selanjutnya, juga ditemukan bahwa social support, self-efficacy, dan career adaptability berpengaruh terhadap work engagement secara simultan.

ABSTRACT

The research aims to examine the effect of social support, self-efficacy, and career adaptability on work engagement. This research used a quantitative approach through survey techniques. The sampling technique in this study uses convenience techniques with the number of respondents collected was 131 respondents PWTT status workers who have worked for 1 year at PT Pertamina (Persero) Head Office. Data analysis was done by descriptive analysis and multiple linear regression analysis. The results showed that social support affect work engagement positively and significantly, self-efficacy affect work engagement positively and significantly, and career adaptability affect work engagement positively and significantly. Furthermore, also found that social support, self-efficacy, and career adaptability simultaneously affect work engagement.