

Pengaruh employee engagement, work environment, dan organizational learning terhadap organizational commitment (studi PT TASPEN Persero) = The effect of employee engagement, work environment, and organizational learning toward organizational commitment (study in PT TASPEN Persero)

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh employee engagement, work environment, dan organizational learning terhadap organizational commitment dengan studi pada perusahaan asuransi milik negara. Variabel employee engagement diukur melalui perangkat Utrecht Work Engagement Scale (UWES) oleh Schaufeli dan Bakker (2004), variabel work environment diukur berdasarkan McGuire dan McLaren (2009) dan Sedarmayanti (2001), sedangkan organizational learning diukur menggunakan teori dari Watkins dan Marsick (2003), dan variabel organizational commitment diukur menggunakan teori dari Mowday, Steers, dan Porter (1979). Penelitian ini menggunakan pendekatan kuantitatif dengan kuesioner sebagai instrumen penelitian. Analisis dilakukan pada pegawai tetap non-manajerial di PT TASPEN (Persero) yang telah bekerja minimal selama satu tahun di perusahaan dengan jumlah responden terkumpul sebanyak 180 orang. Data penelitian ini dianalisis menggunakan teknik analisis Partial Least Square dengan bantuan perangkat lunak WarpPLS v.6. Hasil penelitian ini membuktikan bahwa employee engagement dan organizational learning memiliki pengaruh yang signifikan terhadap organizational commitment pegawai. Berbeda dengan work environment yang memiliki pengaruh dengan arah positif terhadap organizational commitment pegawai namun tidak signifikan.

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ABSTRACT

The purpose of this research is to examine the effect of employee engagement, work environment, and organizational learning on organizational commitment. Employee engagement variable is measured by Utrecht Work Engagement Scale (UWES) from Schaufeli and Bakker (2004), work environment is measured based on McGuire and McLaren (2009) and Sedarmayanti (2001), organizational learning is measured by theory from Watkins and Marsick (2003), and last for organizational commitment is measured by Mowday, Steers, and Porter (1979). This study uses quantitative approach in collecting data with a questionnaire as a research instrument. The analysis was conducted on non-managerial permanent employees at PT TASPEN (Persero) who had worked for at least one year in the company with 180 respondents collected. The data of this study were analyzed using Partial Least Square analysis techniques by using WarpPLS v.6. The results prove that employee involvement and organizational learning have a significant effect on employee organizational commitment. Whereas the work environment has a positive influence to the organizational commitment of employees but is not significant.