

# Pengaruh employee engagement dan lingkungan kerja terhadap kinerja karyawan PT. Fashion Eservices Indonesia (Zalora Indonesia) = The influence of employee engagement and work environment towards employees performance at PT. Fashion Eservices Indonesia (Zalora Indonesia)

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## Abstrak

### <b>ABSTRAK</b>

Penelitian ini bertujuan untuk menganalisis pengaruh Employee Engagement dan lingkungan kerja terhadap kinerja karyawan PT. Fashion Eservices (Zalora Indonesia). Variabel Employee Engagement diuji dengan menggunakan tiga dimensi yang dikemukakan oleh Schaufelli yaitu dimensi vigor (semangat), absorption (penyerapan), dedication (dedikasi), sedangkan variabel lingkungan kerja diuji dengan menggunakan dua variabel yang dikemukakan Sedarmayanti yaitu lingkungan fisik dan lingkungan non fisik. Variabel kinerja diuji menggunakan dua dimensi yang dikemukakan Aguinis, yaitu dimensi task performance dan contextual performance. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan metode penelitian survei menggunakan teknik total sampling terhadap karyawan non manajerial PT. Fashion Eservices (Zalora Indonesia) di Head office yang berjumlah 100 responden. Analisis data menggunakan uji regresi linier sederhana dan berganda dengan menggunakan program aplikasi SPSS 24. Hasil penelitian ini menunjukkan adanya pengaruh yang signifikan dan positif antara Employee Engagement dan lingkungan kerja terhadap kinerja karyawan.

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### <i><b>ABSTRACT</b></i>

The purpose of this study is to determine whether there is any effect between Employee Engagement and work environment towards employee performance of PT. Fashion Eservices (Zalora Indonesia). Employee Engagement variables were tested using three dimensions proposed by Schaufelli which is vigor (absorption), absorption, dedication, while the work environment variables were tested using the two variables highlighted by Sedarmayanti which is physical environment and non-physical environment. While employee performance variables were tested using two dimensions proposed by Aguinis, which is task performance and contextual performance. The approach used in this study is a quantitative approach with survey research methods using total sampling techniques for employees of PT. Fashion Eservices (Zalora Indonesia) at the Head office which amounted to 100 respondents. The data obtained were analyzed using simple and multiple linear regression using the SPSS 24 application program. The results of this study indicate a significant and positive effect between employee engagement and work environment on employee performance.</i>