

## **ABSTRACT**

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*The purpose of this research is to acknowledge the factors that influence employee engagement. From several factors that influence employee engagement, the researcher simplified into three factors, which are work environment, perceived supervisor support, and organizational commitment. This descriptive research use quantitative method using survey and data collection with questionnaire. Research sample is 101 employees in PT. Argapura. Independent variable in this research are work environment ( $X_1$ ), perceived supervisor support ( $X_2$ ), and organizational commitment ( $X_3$ ), and dependent variable is employee engagement ( $Y$ ), with analysis method is multiple linear regression. Result of this research shows work environment, perceived supervisor support, and organizational commitment have positive and significant impact to employee engagement. In partial, employee engagement gives positive impact but not significant to employee engagement, perceived supervisor support gives positive impact but not significant to employee engagement, and organizational commitment gives positive impact and significant to employee engagement. This research implied those three variables can increase employee engagement, and finally increase employee performance. So it can be used by top management to increase employee engagement in their company with program creation that have purpose to bind the employee engagement with company.*

*Keywords: Work Environment, Perceived Supervisor Support, Organizational Commitment, Employee Engagement*

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Penelitian ini bertujuan untuk mengetahui faktor yang mempengaruhi *employee engagement*. Dari beberapa faktor yang mempengaruhi *employee engagement*, penulis telah mengerucutkannya menjadi tiga faktor yaitu lingkungan kerja, *perceived supervisor support* dan komitmen organisasi. Penelitian deskriptif ini menggunakan metode kuantitatif melalui survei dan pengumpulan data melalui kuesioner. Sampel dari penelitian ini adalah 101 karyawan di PT.Argapura. Variabel bebas pada penelitian ini adalah lingkungan kerja ( $X_1$ ), *perceived supervisor support* ( $X_2$ ), dan komitmen organisasi ( $X_3$ ), dan variabel terikatnya adalah *employee engagement* (Y), dengan metode analisisnya adalah regresi linear berganda. Hasil dari penelitian ini menunjukkan variabel lingkungan kerja, *perceived supervisor support*, dan komitmen organisasi secara simultan mempunyai pengaruh positif dan signifikan terhadap *employee engagement*. Secara parsial, lingkungan kerja memberikan pengaruh positif namun tidak signifikan terhadap *employee engagement*, *perceived supervisor support* memberikan pengaruh positif namun tidak signifikan terhadap *employee engagement*, dan komitmen organisasi memberikan pengaruh positif dan signifikan terhadap *employee engagement*. Penelitian ini menyimpulkan bahwa ketiga variabel bebas dapat meningkatkan *employee engagement*, dan yang pada akhirnya dapat meningkatkan performa karyawan. Sehingga dapat digunakan para top manajemen untuk meningkatkan *employee engagement* di perusahaannya dengan membuat program-program yang lebih bertujuan untuk mengikat keterikatan emosional karyawan dengan perusahaan.

**Keywords:** Lingkungan Kerja, *Perceived Supervisor Support*, Komitmen Organisasi, *Employee Engagement*

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