

**THE RELATIONSHIP OF HIGH PERFORMANCE WORK PRACTICES,  
EMPOWERING LEADERSHIP, AND WORK-LIFE BALANCE TO  
WORK ENGAGEMENT IN PERMANENT EMPLOYEES OF PT XY**

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**Abstract**

*Every organization wants the success of their organization and to achieve this, every organization needs employees who are engage in their work. And in this study, aims to determine and provide in-depth analysis related to the relationship of High Performance Work Practices, Empowering Leadership, and Work-Life Balance to Work Engagement of permanent employees at PT XY who are the subject of this study. By using incidental sampling, the research data was then processed using SPSS application version 26.0 and obtained 160 respondents who were permanent employees at PT. XY. Based on the results of data processing in this study it was found that High Performance Work Practice had a significant correlation to Work Engagement by 0.535, Empowering Leadership had a significant correlation to Work Engagement by 0.552, and Work-Life Balance had a significant correlation of 0.41 to Work Engagement.*

**Keywords : Work Engagement, High Performance Work Practices, Empowering Leadership, dan Work-Life Balance**

**HUBUNGAN *HIGH PERFORMANCE WORK PRACTICES*, *EMPOWERING LEADERSHIP*, DAN *WORK-LIFE BALANCE* TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN TETAP PT XY**

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**Abstrak**

Setiap organisasi pasti menginginkan keberhasilan organisasi mereka dan untuk mencapai hal tersebut, setiap organisasi membutuhkan karyawan yang terikat pada pekerjaannya. Dan dalam penelitian ini bertujuan untuk mengetahui serta memberikan analisis mendalam terkait hubungan *High Performance Work Practices*, *Empowering Leadership*, dan *Work-Life Balance* terhadap *Work Engagement* pada karyawan tetap di PT XY yang menjadi subjek dari penelitian ini. Dengan menggunakan sampling *incidental*, data penelitian ini kemudian diolah menggunakan aplikasi SPSS versi 26.0 dan diperoleh 160 responden yang merupakan karyawan tetap di PT. XY. Berdasarkan hasil pengolahan data pada penelitian ini ditemukan bahwa *High Performance Work Practice* memiliki korelasi yang signifikan terhadap *Work Engagement* sebesar 0,535, *Empowering Leadership* memiliki korelasi signifikan terhadap *Work Engagement* sebesar 0,552, dan *Work-Life Balance* memiliki korelasi signifikan sebesar 0,41 terhadap *Work Engagement*.

**Kata Kunci :** *Work Engagement*, *High Performance Work Practices*, *Empowering Leadership*, dan *Work-Life Balance*