

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh *Quality of Work Life*, Kepuasan Kerja, dan Manajemen Talenta terhadap *Employee Engagement* pada PFKKI Kementerian Perhubungan RI. Objek penelitian ini adalah pegawai PFKKI. Populasi dalam penelitian ini adalah 75 pegawai di PFKKI. Sampel yang digunakan adalah 75 pegawai PFKKI Metode pengambilan sampel menggunakan sampel jenuh. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian berupa kuesioner. Metode analisis data menggunakan Partial Least Square (PLS). Penelitian membuktikan bahwa *Quality of Work Life* berpengaruh positif dan signifikan terhadap *Employee Engagement*, Kepuasan Kerja berpengaruh positif dan signifikan terhadap *Employee Engagement*, Manajemen Talenta berpengaruh positif dan signifikan terhadap *Employee Engagement*.

Kata kunci : *Quality of Work Life*, Kepuasan Kerja, Manajemen Talenta, *Employee Engagement*



## **ABSTRACT**

*This study aims to analyze the effect of Quality of Work Life, Job satisfaction, and Talent Management on Employee Engagement at PFKKI Ministry of Transportation. The object of this research is employees PFKKI. The population in this study were 75 employees at PFKKI. The sample used was 75 employees of PFKKI. The sampling method used was saturated samples. The data collection method used a survey method, with a research instrument in the form of a questionnaire. Methods of data analysis using Partial Least Square (PLS). Research proves that Quality of Work Life has a positive and significant effect on Employee Engagement, Job Satisfaction has a positive and significant effect on Employee Engagement, Talent Management has a positive and significant effect on Employee Engagement.*

*Keywords : Quality of Work Life, Job Satisfaction, Talent Management, Employee Engagement*



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