

**CORE SELF-EVALUATION AS A MEDIATOR RELATIONSHIP BETWEEN
SOCIAL SUPPORT AND WORK ENGAGEMENT ON COMPANY
EMPLOYEES IN JABODETABEK**

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ABSTRACT

The purpose of this study was to determine the relationship between core self-evaluation as a mediator of the relationship between social support and work engagement for company employees in JABODETABEK. This study uses quantitative methods through mediation regression progress and accidental sampling, there are 700 employees spread across several companies in JABODETABEK by responding to a questionnaire from the Utrecht Work Engagement Scale (UWES) measuring instrument developed by Schaufeli and Bakker, (1987), Social Provisions Scale which developed by Russell and Cutrona, the Core Cell Evaluation Scale (CSES) was developed by Judge, Erez, Bono & Thoresen. The mediation regression progress analysis in this study used PROCESS V4.0 Procedure for SPSS by Andrew F.Hayes. The results of this study indicate that core self-evaluation acts as a mediator of the relationship between social support and work engagement, the results indicate that social support and work engagement will have higher results if there is a core self-evaluation role. In this study, it is hoped that the presence of target pressure from the company can increase work engagement for each of its employees.

Keywords: work engagement, social support, core self-evaluation, banking employees

**CORE SELF-EVALUATION SEBAGAI MEDIATOR HUBUNGAN
ANTARA SOCIAL SUPPORT DAN WORK ENGAGEMENT PADA
KARYAWAN PERUSAHAAN DI JABODETABEK**

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ABSTRAK

Tujuan dari penelitian ini untuk mengetahui hubungan *core self-evaluation* memiliki peran sebagai mediator hubungan antara *social support* dan *work engagement* pada karyawan perusahaan di JABODETABEK. Penelitian menggunakan metode kuantitatif melalui progress regresi mediasi dan accidental sampling, terdapat 700 karyawan yang tersebar dibeberapa perusahaan di JABODETABEK dengan menggunakan kuesioner dari alat ukur *Utrecht Work Engagement Scale* (UWES) yang dikembangkan oleh Schaufeli dan Bakker, (1987), *Social Provisions Scale* yang dibuat oleh Russel dan Cutrona, *Core Self-Evaluation Scale* (CSES) yang dikembangkan oleh Judge, Erez, Bono & Thoresen. Analisis progress regresi mediasi pada penelitian ini menggunakan PROCESS V3.5 Procedure for SPSS oleh Andrew F.Hayes. Hasil dari penelitian ini menunjukkan bahwa *core self-evaluation* berperan sebagai mediator hubungan antara *social support* dan *work engagement*, hasil menunjukkan bahwa *social support* dan *work engagement* akan lebih tinggi hasilnya jika adanya peran *core self-evaluation*. Pada penelitian ini diharapkan dengan adanya tekanan target dari perusahaan dapat meningkatkan *work engagement* pada setiap karyawannya.

Kata kunci : *work engagement, social support, core self-evaluation, karyawan*