

**PENGARUH RESILIENSI DAN *WORK ENGAGEMENT*
TERHADAP KEBERMAKNAAN KERJA PADA PEGAWAI
NEGERI SIPIL DI KEMENTERIAN AGAMA KABUPATEN
LEBAK**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Resiliensi dan *Work Engagement* terhadap Kebermaknaan Kerja. Populasi dalam penelitian ini adalah PNS di Kementerian Agama Kabupaten Lebak. Peneliti menggunakan tabel *size sampel*. Terdapat 206 responden yang digunakan dalam penelitian ini yang dihitung menggunakan tabel *size sampel*. Metode pengumpulan data menggunakan kuesioner yang disebar melalui *google form*. Desain penelitian kuantitatif regresi linear berganda dengan subjek Pegawai Negeri Sipil yang bekerja di Kementerian Agama Kabupaten Lebak. Resiliensi diukur dengan skala RS-14, *Work Engagement* diukur dengan skala UWES, Kebermaknaan Kerja diukur dengan WAMI. Hasil penelitian menunjukkan terdapat Pengaruh Resiliensi dan *Work Engagement* terhadap Kebermaknaan Kerja. Temuan ini diharapkan dapat menjadi acuan untuk intansi dalam meningkatkan Resiliensi dan *Work Engagement* sebagai upaya meningkatkan Kebermaknaan Kerja Pegawai Negeri Sipil Kementerian Agama Kabupaten Lebak.

Kata Kunci: Kebermaknaan Kerja, Resiliensi, *Work Engagement*, Pegawai Negeri Sipil.

**THE INFLUENCE OF RESILIENCE AND WORK ENGAGEMENT ON
THE MEANINGFULNESS OF WORK IN CIVIL SERVANTS AT THE
MINISTRY OF RELIGION, LEBAK DISTRICT**

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ABSTRACT

This study aims to analyze the effect of Resilience and Work Engagement on Work Meaningfulness. The population in this study were civil servants at the Ministry of Religion of Lebak Regency. Researchers used a sample size table. There were 206 respondents used in this study which were calculated using the sample size table. The data collection method uses a questionnaire distributed through the Google form. The research design is quantitative multiple linear regression with the subject of Civil Servants who work at the Ministry of Religion of Lebak Regency. Resilience is measured by the RS-14 scale, Work Engagement is measured by the UWES scale, Work Meaningfulness is measured by WAMI. The results of the study show that there is an effect of resilience and work engagement on meaningful work. These findings are expected to be a reference for agencies in increasing Resilience and Work Engagement as an effort to increase the Meaningfulness of the Work of Civil Servants of the Ministry of Religion of Lebak Regency.

Keywords: Meaningful Work, Resilience, Work Engagement, Civil Servants.