

ABSTRACT

This research aims to analyze the influence of Employee Experience and Employee Engagement on Life Satisfaction with Job Satisfaction as an intervening variable for PT MCS employees. This research was conducted on 55 PT MCS employees, both permanent employees and contract employees as a saturated sample, using a survey method via a questionnaire distributed online. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The research results show that there is a direct positive influence of Employee Experience and Employee Engagement on Life Satisfaction through Job Satisfaction as an intervention agent. This means that if there is high employee involvement and experience, it can be predicted that job satisfaction will also be high and have an impact on the life satisfaction felt by employees. Employee Experience and Employee Engagement directly and individually also positively affect Job Satisfaction. This research found the results of a direct negative influence of Employee Engagement on Life Satisfaction. However, Employee Engagement has a positive effect if Job Satisfaction mediates it. This research also shows that the number of employees who are currently disengaged (not involved) in the company is much greater than those who are engaged (involved). Apart from that, this research also shows that most employees have ambiguous feelings regarding satisfaction with the Company. Only aspects of employee duties show satisfaction.

Keywords: Employee Experience, Employee Engagement, Job Satisfaction, Life Satisfaction, Spillover Theory.

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Employee Experience* dan *Employee Engagement* terhadap *Life Satisfaction* dengan *Job Satisfaction* sebagai variabel intervening pada karyawan PT MCS. Penelitian ini dilakukan terhadap 55 karyawan PT MCS, baik karyawan tetap maupun karyawan kontrak sebagai sampel jenuh, dengan menggunakan metode survei melalui kuesioner yang disebarakan secara online. Metode analisis data dengan menggunakan Structural Equation Model-Partial Least Square (SEM-PLS). Hasil penelitian menunjukkan bahwa terdapat pengaruh langsung positif *Employee Experience* dan *Employee Engagement* terhadap *Life Satisfaction* melalui *Job Satisfaction* sebagai agen intervening. Artinya jika terdapat keterlibatan dan pengalaman karyawan yang tinggi maka dapat diprediksi bahwa kepuasan kerja juga akan tinggi dan berdampak pada kepuasan hidup yang dirasakan karyawan. *Employee Experience* dan *Employee Engagement* secara langsung dan sendiri-sendiri juga berpengaruh positif terhadap *Job Satisfaction*. Dalam penelitian ini menemukan hasil pengaruh negatif langsung *Employee Engagement* terhadap *Life Satisfaction*. Namun *Employee Engagement* berpengaruh positif apabila diperantarai oleh *Job Satisfaction*. Penelitian ini juga menunjukkan bahwa jumlah karyawan yang saat ini tidak terlibat (*not engaged*) di perusahaan jauh lebih banyak dibandingkan dengan jumlah karyawan yang terikat (*engaged*). Selain itu, penelitian ini juga menunjukkan bahwa mayoritas karyawan memiliki perasaan ambigu terhadap kepuasan terhadap Perusahaan. Hanya pada aspek tugas Karyawan menunjukkan kepuasan.

Kata Kunci: Pengalaman Karyawan, Keterlibatan Karyawan, Kepuasan Kerja, Kepuasan Hidup, Teori Spillover.