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Hubungan Employee Engagement dengan Perilaku Produktif Karyawan

Hubungan Employee Engagement dengan Perilaku Produktif Karyawan

1. Fransiscus Aprilian Sri Widodo --> -
2. Samiâ€™an, M.Psi --> -

Abstract

This research aims to find out whether there is a relationship between Employee Engagement with Employee's Productive Behavior. Employee engagement is a positive motivational state that contains characteristic vigor, dedication and absorption (Schaufeli, 2002). Productive behavior is an employee-oriented behavior of the efficient use of resources, but also in line with the orientation of effectiveness in achieving goals (Suhariadi, 2001). This research is explanatory quantitative research, as it aims to explain the relationship between the research variables through hypothesis testing. The independent variable in this research is employee engagement (X) and the dependent variable is the effective productive behavior (Y₁) and the efficient productive behavior (Y₂). Result obtained from the data analysis showed significance level of 0.234 and 0.693 which means H₀ is accepted, which indicates there is no relationship between the variable X with variables Y₁ and Y₂ in this research. The magnitude of the correlation of each variable is 0.203 for the correlation between employee engagement (X) with effective productive behavior (Y₁) and 0,068 for the correlation between employee engagement (X) with efficient productive behavior (Y₂).

Keyword : Employee, engagement, Productivity, Productive, Behavior, ,

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