

ABSTRAK

PENGARUH *JOB CHARACTERISTICS* DAN *JOB BURNOUT* TERHADAP *EMPLOYEE ENGAGEMENT* PADA IBU BEKERJA DI INDONESIA

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Employee engagement dalam suatu organisasi sangatlah penting karena dapat meningkatkan retensi, memperkuat loyalitas dan meningkatkan *performance* organisasi. *Employee engagement* dapat dipengaruhi oleh *job characteristics* dan *job burnout*. Penelitian ini bertujuan untuk mengetahui pengaruh *job characteristics* dan *job burnout* terhadap *employee engagement* pada ibu bekerja di Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian *explanatory research*. Sampel pada penelitian ini adalah ibu bekerja di Indonesia sebanyak 260 responden, yang dilakukan dengan teknik *non-probability sampling*. Data responden diperoleh dari kuesioner yang disebar secara daring dengan menggunakan skala *likert*. Pengolahan data pada penelitian ini menggunakan analisis deskriptif dan regresi linear berganda. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh signifikan secara parsial *job characteristics* dan *job burnout* terhadap *employee engagement* pada ibu bekerja di Indonesia dan juga terdapat pengaruh signifikan secara simultan *job characteristics* dan *job burnout* terhadap *employee engagement* pada ibu bekerja di Indonesia. Penelitian memberikan implikasi penting bagi organisasi dalam upaya untuk mengembangkan sumber daya manusia, yaitu dengan penerapan *job characteristics* yang baik, mempertahankan *employee engagement*, dan meminimalisir *job burnout* pada ibu bekerja.

Kata kunci: *employee engagement, job burnout, characteristics.*

ABSTRACT

THE EFFECT OF JOB CHARACTERISTICS AND JOB BURNOUT ON EMPLOYEE ENGAGEMENT AMONG WORKING MOTHERS IN INDONESIA

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Employee engagement in a organization is very important because it can increase retention, strengthen loyalty and improve organizational performance. Employee engagement can be influenced by job characteristics and job burnout. This study aims to determine the effect of job characteristics and job burnout on employee engagement in working mothers in Indonesia. This research uses a quantitative approach with explanatory research. The sample in this study were 260 working mothers in Indonesia, which were carried out using non-probability sampling technique. Respondent data were obtained from questionnaires distributed online using a Likert scale. Data processing in this study used descriptive analysis and multiple linear regression. The results of this study indicate that there is a significant effect partially job characteristics and job burnout on employee engagement in working mothers in Indonesia and there is also a significant effect simultaneously job characteristics and job burnout on employee engagement in working mothers in Indonesia. The study provide important implications for organization in an effort to develop human resources, namely by implementing good job characteristics, maintaining employee engagement, and minimizing job burnout in working mothers.

Keywords: *employee engagement, job burnout, job characteristics.*