

ABSTRAK

Hany Varensia Saragih, NIM: 7183510006, Pengaruh *Quality of Work Life, Job Demands, dan Job Satisfaction Terhadap Work Engagement* Pegawai Dinas ESDM Provinsi Sumatera Utara. Skripsi Jurusan Manajemen, Program Studi Manajemen, Fakultas Ekonomi, Universitas Negeri Medan. Tahun 2022.

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh *Quality of Work Life, Job Demands, dan Job Satisfaction Terhadap Work Engagement* Pegawai Dinas ESDM Provinsi Sumatera Utara, baik secara parsial maupun simultan. Penelitian ini dilaksanakan di Dinas Energi Sumber Daya Mineral Provinsi Sumatera Utara. Populasi dalam penelitian ini berjumlah 90, dengan jumlah sampel 90 responden. Pegawai yang menjadi responden merupakan pegawai Dinas Energi Sumber Daya Mineral Provinsi Sumatera Utara. Teknik pengumpulan data yang digunakan adalah observasi, studi pustaka, wawancara dan melalui angket (Kuesioner) yang pengukurannya menggunakan skala Likert. Teknik analisis data yang digunakan adalah metode Analisis Regresi Berganda dengan persamaan $Y = a + b_1X_1 + b_2X_2 + e$ serta diolah dengan program SPSS 18.0 for windows.

Hasil penelitian menunjukkan bahwa variabel *Quality of Work Life (X1), Job Demands (X2) dan Job Satisfaction (X3)* secara simultan berpengaruh signifikan terhadap *Work Engagement (Y)*. Hal ini terlihat dari nilai F-hitung sebesar 9,164 dan Ftabel sebesar 3,04, sehingga $F\text{-hitung} = 102.917 > F\text{-tabel} = 2,71$ pada signifikansi $\alpha = 5\%$. Dimana besar pengaruh antara variabel *Quality of Work Life, Job Demands dan Job Satisfaction terhadap Work Engagement* adalah 2,42% yang ditunjukkan dengan nilai Koefisien Determinasi (R square) yaitu 0,242. Dengan demikian dapat disimpulkan terdapat pengaruh yang positif dan signifikan antara Pegawai Dinas ESDM Provinsi Sumatera Utara.

Kata kunci : *Quality of Work Life, Job Demands, dan Job Satisfaction*

ABSTRACT

Hany Varensia Saragih, NIM: 7183510006, Effects of Quality of Work Life, Job Demands, and Job Satisfaction on the Work Engagement of Employees of the ESDM Office of North Sumatra Province. Thesis Department of Management, Management Study Program, Faculty of Economics, State University of Medan. 2022.

This study aims to determine and explain the effect of Quality of Work Life, Job Demands, and Job Satisfaction on the Work Engagement of Employees of the ESDM Office of North Sumatra Province, either partially or simultaneously. This research was conducted at the Department of Energy and Mineral Resources of North Sumatra Province. The population in this study amounted to 90, with a total sample of 90 respondents. Employee who becomes respondents are employees of the Department of Energy and Mineral Resources of North Sumatra Province. Data collection techniques used are observation, literature study, interviews and through questionnaires (Questionnaires) which are measured using a Likert scale. The data analysis technique used is the Multiple Regression Analysis method with the equation $Y = a + b_1X_1 + b_2X_2 + e$ and processed with the SPSS 18.0 program for windows.

The results showed that the variables Quality of Work Life (X1), Job Demands (X2) and Job Satisfaction (X3) simultaneously had a significant effect on Work Engagement (Y). This can be seen from the F-count value of 9.164 and F-table of 3.04, so that $F\text{-count} = 102,917 > F\text{-table} = 2.71$ at significance $\alpha = 5\%$. Where the influence between the variables Quality of Work Life, Job Demands and Job Satisfaction on Work Engagement is 2.42% as indicated by the Coefficient of Determination (R square) value of 0.242. Thus it can be concluded that there is a positive and significant influence between the ESDM Office Employees of North Sumatra Province.

Keywords : Quality of Work Life, Job Demands, and Job Satisfaction