

**PENGARUH *JOB CHARACTERISTIC* TERHADAP *JOB ENGAGEMENT*  
PADA KAYU LAPIS INDONESIA GROUP**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *job characteristic* terhadap *job engagement* pada Kayu Lapis Indonesia Group. Variabel *job characteristic* memiliki lima dimensi yaitu *skill variety*, *task identity*, *task significance*, *autonomy* dan *feedback*. Variabel *job engagement* memiliki tiga dimensi yaitu *vigor*, *dedication* dan *absorption*. Kuesioner disebarkan langsung kepada 60 orang responden. Hasil penelitian dari uji korelasi menunjukkan bahwa hubungan kedua variabel tersebut positif dan signifikan. Penelitian ini menyimpulkan bahwa ketika *job characteristic* tinggi maka hal tersebut berpotensi meningkatkan *engagement* terhadap pekerjaan. Penelitian ini diharapkan bahwa perusahaan dapat menggunakan faktor dari *job characteristic* yang dapat meningkatkan *job engagement*, dan bagi penelitian selanjutnya agar peneliti dapat menggali lebih dalam untuk menguji setiap dimensi *job characteristic* yang paling berpengaruh terhadap *job engagement* serta memperhatikan faktor lain yang dapat mendorong *job engagement* seperti masa kerja, *workplace* serta *rewards and recognition*.

Kata kunci: *job characteristic*, *job engagement*

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***THE EFFECT OF JOB CHARACTERISTIC ON JOB ENGAGEMENT IN  
KAYU LAPIS INDONESIA GROUP***

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***ABSTRACT***

*This research aims to determine the effect of the job characteristic on job engagement in Kayu Lapis Indonesia Group. Job characteristic has five dimensions; there are skill variety, task identity, task significance, autonomy and feedback. Job engagement has three dimensions: vigor, dedication and absorption. Questionnaires were distributed directly to 60 respondents. The results of the correlation test showed that the relationship between both variables is positive and significant. The research concluded that when the job characteristic is high then it could potentially increase the engagement of the job. The research is expected that companies can use a factor of job characteristic that can increase job engagement, and for the further research so the researchers can dig deeper to test the most influence dimension of job characteristic and the effect on job engagement and pay attention to other factors that can encourage job engagement as working experience, workplace as well as rewards and recognition.*

*Keyword: job characteristic, job engagement*

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