

ABSTRAK

Barkah Agus Salam (1305812), “**Pengaruh Pelatihan dan Pemberdayaan Pegawai Terhadap *Employee Engagement* pada Dinas Tata Ruang dan Pemukiman di Kabupaten Garut**”. Di bawah bimbingan Dr. H. Syamsul Hadi Senen, MM dan Hj. Sumiyati SE., M.Si.

Permasalahan yang sangat memprihatinkan sejak tahun 1990-an dan awal 2000-an yaitu permasalahan terkait *employee engagement*. Karyawan akan merasa puas jika mereka ikut dilibatkan dalam pekerjaan Organisasi yang sukses akan merasa bangga ketika strategi keterlibatan pegawai (*employee engagement*) yang telah dirancang dapat membantu menciptakan lingkungan yang menarik di mana karyawan dapat menikmati pekerjaan mereka. Rendahnya tingkat *employee engagement* akan menghasilkan kinerja di bawah standar diantara karyawan yang lainnya, salah satunya terdapat di Indonesia yang mengalami hal tersebut khususnya pada Dinas Tata Ruang dan Pemukiman di Garut. Penelitian ini bertujuan untuk memperoleh (1) gambaran pelatihan, (2) gambaran pemberdayaan pegawai, (3) gambaran *employee engagement*, (4) pengaruh pelatihan dan pemberdayaan pegawai terhadap *employee engagement*, (5) pengaruh pelatihan terhadap *employee engagement*, dan (6) pengaruh pemberdayaan pegawai terhadap *employee engagement*. Metode yang digunakan adalah *explanatory survey* dengan teknik sampel yaitu *probability sampling* menggunakan sampling berjumlah 90 responden. Teknik analisa data yang digunakan adalah regresi linier berganda dengan alat bantu *software* komputer *Statistical Product for Service Solutions (SPSS) 20.0 for windows*. Hasil temuan dalam penelitian ini menunjukkan bahwa gambaran pelatihan dalam sedang, gambaran pemberdayaan pegawai dalam kategori sedang, gambaran *employee engagement* dalam kategori sedang, dan *employee engagement* dipengaruhi oleh pelatihan dan pemberdayaan pegawai. Berdasarkan hasil penelitian ini, disarankan pelatihan di dinas meningkatkan keterampilan pegawai. Dalam segi pemberdayaan pegawai disarankan pimpinan dapat memberdayakan pegawai dengan memberikan kepercayaan kepada karyawan. Sehingga diharapkan pelatihan dan pemberdayaan pegawai perlu diperhatikan lebih lanjut oleh dinas dalam menunjang peningkatan keterlibatan pegawai.

Kata kunci: Pelatihan, pemberdayaan pegawai, *employee engagement*

ABSTRACT

Barkah Agus Salam (1305812), "The Effect of training and employee empowerment on employee engagement on Dinas Tata Ruang dan Pemukiman Garut". Guidance of Dr. H. Syamsul Hadi Senen, MM and Hj. Sumiyati SE., M.Si

The problem is very alarming since the 1990s and early 2000s that is related to employee engagement issues. Employees will be satisfied if they get involved in work. The successful organization will be proud when an employee engagement strategy that has been designed can help create an exciting environment where employees can enjoy their work. The low level of employee engagement will result in sub-standard performance among other employees, one of which is in Indonesia which experienced it especially on Dinas Tata Ruang dan Pemukiman Garut. This study aims to obtain (1) training picture, (2) description of employee empowerment, (3) description of employee engagement, (4) influence of training and empowerment of employee to employee engagement, (5) influence of training to employee engagement, and (6) Influence of employee empowerment to employee engagement. The method used is explanatory survey with sampling technique is probability sampling using sampling amounted to 90 respondents. The data analysis technique used is multiple linear regression with computer software tool for Statistical Product for Service Solutions (SPSS) 20.0 for windows. The findings of this study indicate that the picture of training in medium, description of empowerment of employees in the medium category, employee engagement description in the category of moderate, and employee engagement influenced by training and empowerment of employees. Based on the results of this study, it is recommended that the training in the department improve the skill of employees. In terms of employee empowerment suggested leaders can empower employees by providing trust to employees. So it is expected that training and empowerment of employees need to be considered further by the department in supporting the increase of employee engagement.

Keyword: training, employee empowerment, employee engagement