

**PENGARUH PSYCHOLOGICAL MEANINGFULNESS DAN INTRINSIC WORK
MOTIVATION TERHADAP WORK ENGAGEMENT PADA PEGAWAI PD JASA
DAN KEPARIWISATAAN PROVINSI JAWA BARAT**

ABSTRAK

Nastiti Oetari Dewi (1302059). Pengaruh *Psychological Meaningfulness* dan *Intrinsic Work Motivation* terhadap *Work Engagement* pada Pegawai PD Jasa dan Kepariwisataaan Provinsi Jawa Barat. Skripsi pada Departemen Psikologi Fakultas Ilmu Pendidikan Indonesia, Bandung (2017).

Penelitian ini bertujuan untuk melihat pengaruh *psychological meaningfulness* dan *intrinsic work motivation* terhadap *work engagement* pada Pegawai PD Jasa dan Kepariwisataaan Provinsi Jawa Barat dengan responden penelitian berjumlah 85 responden. Metode penelitian yang digunakan adalah metode kuantitatif dengan metode kausalitas. Instrumen yang digunakan terdiri atas *The Work as Meaning Inventory* (WAMI) untuk *psychological meaningfulness* dari Steger, Dik, dan Duffy (2012), *The Work Preference Inventory Scale* (WPIS) untuk *intrinsic work motivation* dari Amabile, Hill, Hennessey, dan Tighe (1994), dan *Utrecht Work Engagement Scale* (UWES) untuk *Work Engagement* dari Schaufeli dan Bakker (2003) yang telah diterjemahkan ke dalam bahasa Indonesia. Analisis data dilakukan dengan menggunakan teknik analisis regresi linier dan regresi berganda. Hasil yang diperoleh menunjukkan: 1) Terdapat pengaruh *psychological meaningfulness* terhadap *work engagement*; 2) Terdapat pengaruh *intrinsic work motivation* terhadap *work engagement*; 3) Terdapat pengaruh antara *psychological meaningfulness* dan *intrinsic work motivation* terhadap *work engagement*. Artinya bahwa *psychological meaningfulness* dan *intrinsic work motivation* menjadi faktor yang dapat menjelaskan tingkat *work engagement* pegawai PD Jasa dan Kepariwisataaan Provinsi Jawa Barat.

Kata Kunci: *psychological meaningfulness, intrinsic work motivation, work engagement*

EFFECT OF PSYCHOLOGICAL MEANINGFULNESS AND INTRINSIC WORK MOTIVATION TOWARD WORK ENGAGEMENT IN EMPLOYEE PD JASA DAN KEPARIWISATAAN PROVINSI JAWA BARAT

ABSTRACT

Nastiti Oetari Dewi (1302059). *Effect of psychological meaningfulness and intrinsic work motivation toward work engagement in Employee PD Jasa dan Kepariwisataaan Provinsi Jawa Barat*. Unpublished research paper. Department of Psychology, Faculty of Education Science, Universitas Pendidikan Indonesia, Bandung (2017).

This study is aimed to determine the effect of psychological meaningfulness and intrinsic work motivation toward work engagement in PD Jasa dan Kepariwisataaan Provinsi Jawa Barat with total of 85 employee. This research used design with quantitative approach with causalitas methods. The instruments used in this study is The Work as Meaning Inventory (WAMI) for psychological meaningfulness from Steger, Dik, dan Duffy (2012), The Work Preference Inventory Scale (WPIS) for intrinsic work motivation from Amabile, Hill, Hennessey, dan Tighe (1994), and Utrecht Work Engagement Scale (UWES) for work engagement from Schaufeli dan Bakker (2003) which has been translate into Indonesia Language. Data collected is analyzed by using linear regression and multiple regression analysis technique. The results obtained show that there is: 1) influence psychological meaningfulness on work engagement; 2) influence intrinsic work motivation on work engagement; 3) influence between psychological meaningfulness and intrinsic work motivation on work engagement among employee of PD Jasa dan Kepariwisataaan provinsi Jawa Barat. It means that psychological meaningfulness and intrinsic work motivation become the factors which explain the level of work engagement among employee of PD Jasa dan Kepariwisataaan provinsi Jawa Barat.

Keywords: psychological meaningfulness, intrinsic work motivation, work engagement