

No. Daftar FPEB: 092/UN40.A7.D1/PI/2020

**PENGARUH LINGKUNGAN KERJA TERHADAP
EMPLOYEE ENGAGEMENT PADA KARYAWAN BAGIAN PRODUKSI
PT. POLA MANUNGAL SEJATI DI CIMAHI**

SKRIPSI

Diajukan untuk Memenuhi Salah Satu Syarat
Memperoleh Gelar Sarjana Pendidikan
Program Studi Pendidikan Bisnis



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**FAKULTAS PENDIDIKAN EKONOMI DAN BISNIS
UNIVERSITAS PENDIDIKAN INDONESIA
2020**

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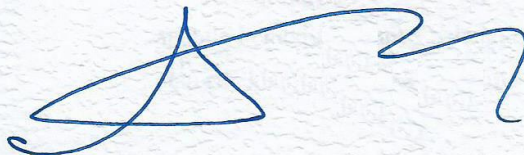
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EMPLOYEE ENGAGEMENT PADA KARYAWAN BAGIAN PRODUKSI
PT. POLA MANUNGGAL SEJATI DI CIMAHI**


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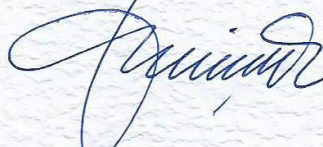
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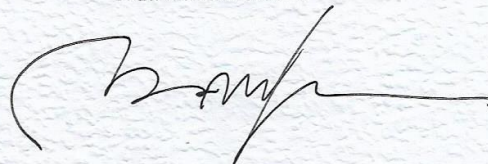
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**PENGARUH LINGKUNGAN KERJA TERHADAP EMPLOYEE ENGAGEMENT PADA KARYAWAN
BAGIAN PRODUKSI PT. POLA MANUNGGAL SEJATI DI CIMAHI**

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ABSTRAK

Riki Gunawan (1505193) “**Pengaruh Lingkungan Kerja terhadap *Employee Engagement* pada Karyawan Bagian Produksi PT. Pola Manunggal Sejati di Cimahi**” dibawah bimbingan Prof. Dr. H. Syamsul Hadi Senen, M.M. dan Drs. H. Eded Tarmedi, M.A.

Employee engagement merupakan salah satu isu utama permasalahan dalam manajemen sumber daya manusia dan organisasi, karena merupakan hal yang diperhitungkan sebagai faktor utama dalam mengukur kekuatan sebuah perusahaan. Permasalahan mengenai *employee engagement* terjadi pada berbagai industri, termasuk industri manufaktur. Hal ini seperti yang terjadi pada PT. Pola Manunggal Sejati Cimahi, dimana indikator rendahnya tingkat *employee engagement* bisa dilihat dari *turnover* karyawan yang tinggi, ketidakhadiran yang meningkat, dan target produksi yang mengalami penurunan setiap tahunnya, sehingga produksi yang dihasilkan terutama di tahun 2017-2019 tidak mencapai target yang telah ditetapkan oleh perusahaan. Dibutuhkan suatu faktor yang dapat meningkatkan *employee engagement* agar tetap pada tingkat yang tinggi salah satunya adalah lingkungan kerja. Penelitian ini bertujuan untuk memperoleh (1) kondisi lingkungan kerja, (2) tingkat *employee engagement*, dan (3) pengaruh lingkungan kerja terhadap *employee engagement*. Metode penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Adapun populasi dalam penelitian ini adalah karyawan bagian produksi PT. Pola Manunggal Sejati Cimahi berjumlah 402 orang, yang kemudian diambil 81 orang sebagai sampel penelitian dengan teknik penarikan sampel yang digunakan yaitu *simple random sampling*. Pengambilan data dengan cara penyebaran kuesioner. Teknik analisis data yang digunakan adalah regresi linier sederhana dengan alat bantu program SPSS (*Statistical Product for Service Solution*) 25.0 for Windows. Hasil penelitian ini menunjukkan bahwa kondisi lingkungan kerja dalam kategori kondusif dan tingkat *employee engagement* dalam kategori tinggi serta pengaruh lingkungan kerja terhadap *employee engagement* termasuk pada kategori kuat dengan nilai kontribusi sebesar 71,2%. Dalam penelitian ini didapatkan temuan jika kondisi lingkungan kerja baik, maka akan meningkatkan *employee engagement*. Mempertahankan *employee engagement* adalah hal penting yang harus dilakukan perusahaan, karena apabila *employee engagement* rendah, maka akan berdampak negatif pada PT. Pola Manunggal Sejati Cimahi seperti *turnover* karyawan yang tinggi, ketidakhadiran yang meningkat, dan target produksi yang mengalami penurunan yang nantinya akan berdampak pada produktivitas dan kinerja karyawan.

Kata kunci : Lingkungan Kerja, *Employee Engagement*, Manufaktur.

ABSTRACT

Riki Gunawan (1505193) "**Influence of Work Environment on Employee Engagement in Production Department Employees of PT. Pola Manunggal Sejati in Cimahi**" Under the guidance of Prof. Dr. H. Syamsul Hadi Senen, M.M. and Drs. H. Eded Tarmedy, M.A.

Employee engagement is one of the main issues in human resources management and organizations, because it is considered as a major factor in measuring the strength of a company. Issues regarding employee engagement occur in various industries, including manufacturing. It's like what happened to PT. Pola Manunggal Sejati Cimahi, low indicator of employee engagement can be seen from high employee turnover, increased absence, and production targets that have decreased every year, so that the resulting production especially in the year 2017-2019 did not achieve the targets set by the company. It takes a factor that can increase employee engagement so that it remains at a high level one of which is the work environment. The purpose of research are (1) working environment conditions, (2) employee engagement level, and (3) the influence of work environment on employee engagement. The research method used in this research is quantitative research. The population in this study were employees of the production section of PT. Pola Manunggal Sejati Cimahi totaling 402 people, were then taken 81 people as samples with the sampling technique used is simple random sampling. Retrieval of data by distributing questionnaires. The data analysis technique used is simple linear regression with SPSS (Statistical Product for Service Solution) 25.0 for Windows. The results of this study indicate that the condition of the work environment in the conducive category and the level of employee engagement in the high category and the influence of the work environment on employee engagement is included in the strong category with a contribution value of 71.2%. In this study, the findings are found that if the working environment is good, it will increase employee engagement. Maintaining employee engagement is an important thing that must be done by the company, because if employee engagement is low, it will have a negative impact on PT. Pola Manunggal Sejati Cimahi such as high employee turnover, increased absenteeism, and decreased production targets which will later have an impact on employee productivity and performance.

Keywords: Work Environment, Employee Engagement, Manufacture.

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