

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengeksplorasi bagaimana *employee engagement* mempengaruhi *Job Satisfaction* dan *Intention to Quit*.

Penelitian ini merupakan modifikasi dari penelitian sebelumnya yaitu “*How employee engagement mediates the influence of individual factors toward organizational commitment*” namun demikian penelitian sebelumnya hanya meneliti bagaimana *employee engagement* memediasi *Individual Factor* terhadap *Organizational Commitment*, maka pada penelitian ini peneliti lebih mengeksplorasi sejauh mana *employee engagement* memediasi *Individual Factor* terhadap *Job Satisfaction* dan *Intention to Quit*.

Selain itu penelitian sebelumnya dilakukan pada karyawan Industri MICE di Indonesia, sedangkan penelitian ini dilakukan pada karyawan tetap yang bekerja di Kawasan Multiguna Iconic Tangerang – Indonesia. Survei menggunakan metode *purpose sampling* pada 195 responden karyawan tetap, penelitian dilakukan merupakan penelitian kuantitatif dengan metode Structural Equation Model (SEM).

Temuan dari studi ini adalah *employee engagement* mengarah dan berpengaruh positif terhadap *Job Satisfaction* namun tidak secara langsung mempengaruhi terhadap *Intention to Quit*.

Kata Kunci: *Employee engagement, Individual Factor, Organizational Commitment, Job Satisfaction, Intention to Quit*.

## **ABSTRACT**

The purpose of this study was to explore how employee engagement affects Job Satisfaction and Intention to Quit.

This study is a modification of the previous research, namely "How employee engagement mediates the influence of individual factors toward organizational commitment". However, the previous research only examined how employee engagement mediates individual factors on organizational commitment, so in this study researchers further explored the extent to which employee engagement mediates Individual Factor on Job Satisfaction and Intention to Quit.

In addition, previous research was conducted on employees of the MICE Industry in Indonesia, while this research was conducted on permanent employees who work in the Iconic Multipurpose Area of Tangerang - Indonesia. The survey used purposive sampling method on 195 permanent employee respondents. The study was conducted in a quantitative study using the Structural Equation Model (SEM) method.

The findings of this study are employee involvement that leads and has a positive effect on Job Satisfaction but does not directly affect Intention to Quit.

Keyword: Employee engagement, Individual Factor, Organizational Commitment, Job Satisfaction, Intention to Quit.