

ABSTRAK

Peran sumber daya manusia sangatlah penting bagi keberlangsungan perusahaan, dimana sumber daya manusia yang baik merupakan fondasi awal bagi perusahaan dalam membantu merealisasikan program dan tujuan perusahaan agar dapat tercapai dengan optimal. Lingkungan kerja merupakan salah satu faktor yang dapat mempengaruhi keterikatan kerja karyawan pada sebuah perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja terhadap keterikatan kerja melalui *self efficacy*. Metode yang digunakan dalam penelitian ini yaitu riset kausal. Populasi penelitian ini adalah karyawan tetap di bagian engineering dan maintenance. Pengambilan sampel dilakukan secara *convenience sampling* yaitu sampel yang dipilih merupakan karyawan tetap yang berkerja diatas 2 tahun. Metode analisis yang digunakan yaitu SEM yang meliputi validitas dan reliabilitas instrumen (*confirmatory factor analysis*), pengujian model hubungan antara variabel (*path analysis*), dan mendapatkan model yang cocok untuk predeksi (analisis model struktural) dengan menggunakan program olah data SmartPLS. Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif terhadap keterikatan kerja, lingkungan kerja berpengaruh positif terhadap *self efficacy*, *self efficacy* berpengaruh positif dan signifikan terhadap keterikatan kerja dan lingkungan kerja berpengaruh positif terhadap keterikatan kerja melalui *self efficacy*. Hal ini berarti semua hipotesis yang ada pada penelitian ini memiliki hubungan positif yang mendukung hipotesisnya.

Kata kunci : Lingkungan kerja, keterikatan kerja, *self efficacy*.

ABSTRACT

The role of human resources is very important for the sustainability of the company, where good human resources are the initial foundation for the company in helping to realize the company's programs and goals so that they can be achieved optimally. The work environment is one of the factors that can affect employee engagement in a company. This study aims to determine the effect of the work environment on work engagement through self-efficacy. The method used in this research is casual research. The population of this research are permanent employees in the engineering and maintenance division of PT. Duta Nichirindo Pratama. sampling was done by convenience sampling, namely the selected samples were employees who were easy to contact, not troublesome, easy to measure and cooperative. The analytical method used is SEM which includes the validity and reliability of the instrument (confirmatory factor analysis), testing the relationship model between variables (path analysis), and obtaining a suitable model for prediction (structural model analysis and regression analysis) using the SmartPLS data processing program. The results showed that the work environment had a positive and significant effect on work engagement, the work environment had a positive and significant effect on self-efficacy, self efficacy had a positive and significant effect on work engagement and the work environment had a positive and significant effect on work engagement through self efficacy. This means that all the hypotheses in this study have a positive relationship that supports the hypothesis.

Keywords : *Work environment, self efficacy and work engagement*