

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja terhadap employee engagement pada karyawan PT TASPEN wilayah Sumatra. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif kausal. Populasi penelitian berjumlah 224 karyawan PT TASPEN wilayah Sumatra, dengan sampel sebanyak 142 responden yang dipilih menggunakan teknik quota sampling berdasarkan kriteria yang telah ditentukan penelitian. Pengumpulan data dilakukan menggunakan kuesioner dengan skala stres kerja teori Parker dan DeCotiis serta skala employee engagement yang mengacu pada teori Kahn. Analisis data dilakukan menggunakan regresi linear sederhana dengan bantuan SPSS 27. Sebelum pengujian hipotesis, data memenuhi asumsi normalitas dan linearitas, sehingga analisis regresi linear sederhana dapat digunakan untuk menguji pengaruh variabel penelitian secara statistik. Hasil penelitian menunjukkan bahwa stres kerja tidak berpengaruh secara signifikan terhadap employee engagement pada karyawan PT TASPEN wilayah Sumatra. Hasil pengujian juga menunjukkan bahwa tidak terdapat pengaruh signifikan antara aspek stres kerja, yaitu time stress dan anxiety, terhadap aspek employee engagement yang meliputi physical, cognitive, dan emotional. Koefisien determinasi menunjukkan bahwa kontribusi stres kerja dalam menjelaskan variasi employee engagement sangat rendah. Dengan demikian, hipotesis yang menyatakan terdapat pengaruh stres kerja terhadap employee engagement ditolak, sedangkan hipotesis nol diterima. Kesimpulan penelitian menunjukkan bahwa tinggi atau rendahnya stres kerja tidak menjadi faktor yang menentukan tingkat employee engagement karyawan PT TASPEN wilayah Sumatra. Employee engagement lebih memungkinkan dipengaruhi oleh faktor lain yang berkaitan dengan kondisi individu maupun lingkungan kerja, seperti dukungan atasan, hubungan kerja, komunikasi, pengembangan karier, dan kondisi lingkungan organisasi. Temuan ini menunjukkan pentingnya mempertimbangkan berbagai faktor lain dalam memahami keterlibatan karyawan.

Kata kunci: *Employee Engagement, Karyawan, PT TASPEN, Stres Kerja*

ABSTRACT

This study aims to determine the effect of job stress on employee engagement among employees of PT TASPEN in the Sumatra region. This study employed a quantitative approach with a causal associative research design. The study population consisted of 224 employees of PT TASPEN in the Sumatra region, with a sample of 142 respondents selected using a quota sampling technique based on predetermined criteria. Data were collected using questionnaires consisting of a job stress scale based on the theories of Parker and DeCotiis's theory and an employee engagement scale based on Kahn's theory. Data were analyzed using simple linear regression with the assistance of SPSS 27. Before hypothesis testing, the data met the assumptions of normality and linearity; therefore, simple linear regression analysis was appropriate for statistically testing the effect between the research variables. The results showed that job stress did not have a significant effect on employee engagement among employees of PT TASPEN in the Sumatra region. The analysis also showed that there was no significant effect of the aspects of job stress, namely time stress and anxiety, on the aspects of employee engagement, which include physical, cognitive, and emotional aspects. The coefficient of determination indicated that the contribution of job stress in explaining the variation in employee engagement was very low. Thus, the hypothesis stating that job stress has an effect on employee engagement was rejected, while the null hypothesis was accepted. The findings indicate that the level of job stress does not determine the level of employee engagement among employees of PT TASPEN in the Sumatra region. Employee engagement may instead be influenced by other factors related to individual conditions and the work environment, such as supervisor support, work relationships, communication, career development, and organizational conditions. These findings highlight the importance of considering various other factors in understanding employee engagement.

Keywords: Employee Engagement, Employees, Job Stress, PT TASPEN.