

ABSTRAK

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Program Studi : Program Ilmu Manajemen
Judul : PENGARUH SISTEM REWARD TERHADAP WORK HAPPINESS DAN WORK ENGAGEMENT SEBAGAI VARIABEL INTERVENING (STUDI KASUS DI BPJS KETENAGAKERJAAN KANTOR WILAYAH SUMBAGUT)

Penelitian ini bertujuan untuk mengetahui sistem penghargaan terhadap kebahagiaan kerja dan keterikatan kerja sebagai variabel intervening. Penelitian ini menggunakan data pegawai di lingkungan BPJS Ketenagakerjaan Kanwil Sumbagut periode 2022, sampel dalam penelitian ini berjumlah 141 karyawan. Temuan penelitian menunjukkan bahwa keterikatan kerja dipengaruhi oleh sistem imbalan finansial, terdapat pengaruh antara sistem imbalan moneter terhadap keterikatan kerja, terdapat pengaruh antara sistem imbalan non moneter terhadap keterikatan kerja, terdapat pengaruh antara sistem imbalan moneter terhadap kebahagiaan kerja, terdapat pengaruh antara sistem imbalan nonmoneter terhadap kebahagiaan kerja, terdapat pengaruh antara keterikatan kerja terhadap kebahagiaan kerja, terdapat pengaruh antara sistem imbalan moneter terhadap kebahagiaan kerja melalui keterikatan kerja, terdapat pengaruh antara sistem imbalan nonmoneter terhadap kebahagiaan kerja melalui keterikatan kerja, efek mediasi dapat dijelaskan bahwa koefisien jalur a, jalur b, dan jalur c signifikan, dan jalur c' juga signifikan terhadap keterikatan kerja memediasi secara parsial (partial mediation) hubungan antara sistem imbalan moneter dengan kebahagiaan kerja BPJS Ketenagakerjaan Kanwil Sumbagut dan hasil lainnya menunjukkan bahwa keterikatan kerja secara parsial memediasi hubungan antara sistem imbalan nonmoneter dengan kebahagiaan kerja Karyawan Badan Penyelenggaraan Jaminan Sosial Ketenagakerjaan (BPJS Ketenagakerjaan) Kantor Wilayah Sumbagut.

Kata kunci: *Work Happiness*, *Sistem Reward Moneter*, *Sistem Reward Non-Moneter*, *Work Engagement*

ABSTRACT

Name : Reza Maulana
Study Program : Graduate Program in Management Sains
Title : *THE INFLUENCE OF THE REWARD SYSTEM ON WORK HAPPINESS AND WORK ENGAGEMENT AS AN INTERVENING VARIABLE (CASE STUDY AT BPJS KETENAGAKERJAAN EMPLOYMENT SUMBAGUT REGIONAL OFFICE)*

This research aims to determine the reward system for work happiness and work engagement as intervening variables. This research uses employee data in the BPJS Employment area of the Sumbagut Regional Office for the 2022 period. The sample in this study was 141 employees. Research findings show that work engagement is influenced by the financial reward system, there is an influence between monetary reward systems on work engagement, there is an influence between non-monetary reward systems on work engagement, there is an influence between monetary reward systems on work happiness, there is an influence between work engagement on work happiness, there is an influence between monetary reward systems between work happiness through work engagement, there is an influence between non-monetary reward systems between work engagement on work happiness, the mediation effect can be explained that the coefficients of path a, path b, and path c are significant, and path c' is also significant for work engagement partially mediating (partial mediation) the relationship between the monetary reward system and work happiness at the BPJS Employment Sumbagut Regional Office and other results show that work engagement partially mediates the relationship between the non-monetary reward system and work happiness at the Employment Social Security Management Agency (BPJS Ketenagakerjaan) Sumbagut Regional Office.

Keywords: *Work Happiness, Monetary Reward System, Non-Monetary Reward System, Work Engagement*