

ABSTRAK

Nama : Amalia Putri
Program Studi : Manajemen
Judul : Peran Mediasi *Burnout* Dan *Career Identity* Diantara Hubungan *Quality Of Worklife, Employee Voice* Terhadap *Employee Engagement* di RSUD dr. Zainoel Abidin Banda Aceh

Penelitian ini dilakukan untuk memahami keterkaitan karyawan dalam kualitas kehidupan kerja, suara karyawan, burnout, serta identitas karir dalam konteks keterlibatan karyawan. Tujuan penelitian ini untuk mengetahui bagaimana peran mediasi burnout dan careee identity diantara hubungan quality of worklife, employee voice terhadap employee engagement di RSUD dr. Zaionel Abidin Banda Aceh. Pada penelitian ini metode yang digunakan adalah metode penelitian kuantitatif. Penelitian ini dilaksanakan pada RSUD dr. Zaionel Abidin Banda Aceh. Populasi dalam penelitian ini sebanyak 1049 karyawan. Metode pengambilan sampel dalam penelitian ini adalah probability sampling. Dan sampel yang diambil sebanyak 300 perawat yang bekerja pada RSUD dr. Zaionel Abidin Banda Aceh. Teknik analisis yang digunakan dalam pannelitian ini adalah analisis SEM-PLS. Hasil penelitian menunjukkan bahwa kualitas kehidupan kerja berpengaruh positif dan signifikan terhadap keterlibatan karyawan, sementara suara karyawan memiliki pengaruh positif tetapi tidak signifikan terhadap keterlibatan. Penelitian juga menemukan bahwa burnout memengaruhi kualitas kehidupan kerja dan identitas karir secara positif, namun tidak berpengaruh signifikan terhadap keterlibatan. Selain itu, identitas karir juga berperan dalam memperkuat hubungan antara suara karyawan dan keterlibatan, memberikan implikasi penting bagi manajemen rumah sakit untuk meningkatkan strategi dukungan dan pengembangan karyawan.

Kata Kunci : *Burnout, Career Identity, Employee Engagement, Employee Voice* dan *Quality Of Worklife*

ABSTRACT

Name : Amalia Putri Study
Program : Management
Title : The Mediating Role Of Burnout And Career Identity Between The Relationship of Quality of Worklife, Employee Voice and Employee Engagement at RSUD dr. Zainoel Abidin Banda Aceh

This study was conducted to understand the relationship between employees in quality of work life, employee voice, burnout, and career identity in the context of employee engagement. The purpose of this study was to determine the mediating role of burnout and career identity between the relationship between quality of work life, employee voice and employee engagement at RSUD dr. Zaionel Abidin Banda Aceh. In this study, the method used was a quantitative research method. This research was conducted at RSUD dr. Zaionel Abidin Banda Aceh. The population in this study was 1049 employees. The sampling method in this study was probability sampling. And the samples taken were 300 nurses working at RSUD dr. Zaionel Abidin Banda Aceh. The analysis technique used in this study was SEM-PLS analysis. The results showed that quality of work life had a positive and significant effect on employee engagement, while employee voice had a positive but not significant effect on engagement. The study also found that burnout affected quality of work life and career identity positively, but did not have a significant effect on engagement. In addition, career identity also plays a role in strengthening the relationship between employee voice and engagement, providing important implications for hospital management to improve employee support and development strategies.

Keywords : *Burnout, Career Identity, Employee Engagement, Employee Voice dan Quality Of Worklife*