

PENGARUH *QUALITY OF WORK LIFE* TERHADAP *EMPLOYEE ENGAGEMENT* PADA KARYAWAN KANTOR PUSAT PT. PERKEBUNAN NUSANTARA IV REGIONAL IV JAMBI

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ABSTRAK

LATAR BELAKANG Sumber daya manusia memiliki peran strategis dalam pencapaian tujuan organisasi. Pada sektor perkebunan, *Quality of work life* dipandang sebagai faktor yang dapat meningkatkan *Employee engagement*. Namun, namun penelitian sebelumnya menunjukkan hasil beragam sehingga perlu diteliti di PTPN IV Regional IV Jambi.

TUJUAN Mengetahui pengaruh *quality of work life* terhadap *employee engagement* di PTPN IV Regional IV Jambi.

METODE Pendekatan kuantitatif dengan total sampling pada 170 karyawan kantor pusat. Instrumen berupa kuesioner *quality of work life* diadaptasi dari Yulianto & Mulyana (2023) berdasarkan skala Easton & Laar (2018) dan *employee engagement* Schaufeli & Bakker (2004).

HASIL *Quality of work life* tidak berpengaruh signifikan terhadap *employee engagement* ($p = 0,569$, $F = 0,326$, $R^2 = 0,002$). Berkontribusi sebesar 0,2% dan analisis deskriptif menunjukkan mayoritas karyawan berada pada kategori sedang.

KESIMPULAN *Quality of work life* tidak berpengaruh signifikan terhadap *employee engagement* pada karyawan PT. Perkebunan Nusantara IV Regional IV Jambi. Sebagian besar dimensi *quality of work life* dan *employee engagement* berada pada kategori sedang, mencerminkan keterlibatan yang cukup baik namun belum optimal. Peningkatan *employee engagement* memerlukan dukungan faktor lain seperti motivasi, kepuasan kerja, dan dukungan organisasi.

Kata kunci: *Quality of work life*, *Employee Engagement*, Karyawan, PTPN IV Regional IV.

**THE INFLUENCE OF QUALITY OF WORK LIFE ON EMPLOYEE
ENGAGEMENT AMONG HEAD OFFICE EMPLOYEES OF
PT. PERKEBUNAN NUSANTARA IV REGIONAL IV JAMBI**

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ABSTRACT

BACKGROUND Human resources play a strategic role in achieving organizational goals. In the plantation sector, quality of work life is considered a factor that can enhance employee engagement. However, previous studies have shown mixed results, thus further investigation is needed at PTPN IV Regional IV Jambi.

PURPOSE To determine the effect of quality of work life on employee engagement at PTPN IV Regional IV Jambi.

METHODE A quantitative approach with total sampling involving 170 head office employees. The instruments used were the quality of work life questionnaire adapted from Yulianto & Mulyana (2023) based on Easton & Laar (2018), and the employee engagement questionnaire based on Schaufeli & Bakker (2004).

RESULTS Quality of work life had no significant effect on EE ($p = 0.569$, $F = 0.326$, $R^2 = 0.002$), contributing only 0.2%. Descriptive analysis also showed that most employees were in the moderate category.

CONCLUSION Quality of work life does not significantly affect employee engagement among employees of PTPN IV Regional IV Jambi. Most quality of work life and employee engagement dimensions were in the moderate category, reflecting adequate but not optimal engagement. Improving employee engagement requires support from other factors such as motivation, job satisfaction, and organizational support.

Keywords: Quality of Work Life, Employee Engagement, Employees, PTPN IV Regional IV.