

ABSTRACT

Employee engagement is one of the company's strategies to create employee equity. The Transmission Unit of PT XYZ measures the level of employee engagement every year. Based on the results of the employee engagement survey from 2013 to 2020, it has decreased. The three lowest survey results in the Transmission Unit of PT XYZ are working condition, recognition and career management.

The purpose of this study is to find out how the effect of working condition, recognition and career management on employee engagement of PT XYZ Transmission Unit employees.

This research uses qualitative through a causal verifiable descriptive analysis approach. The data collection technique used questionnaires and literature studies with a total of 317 respondents. The data analysis technique uses Structural Equation Modeling PLS and uses the PLS application as supporting software.

The results of the descriptive analysis show that based on employee perceptions working conditions, recognition and career management have a high impact on employee engagement. Based on the results of statistical analysis, the three variables have a positive and significant effect on employee engagement in the Transmission Unit of PT XYZ.

Increasing employee engagement can be done by counseling support, body protector standard, use temperature standard, good material layout, work index hazard in every room, evaluate outsource contract, do workload analysis, CBHRM and build the digital culture health.

Keywords: working condition, recognition, career management, employee engagement