ABSTRACT

This study examines the influence of job demands and job resources on work engagement among HSE (K3) department employees at PT Petrokimia Gresik. Adopting a quantitative design and employing Partial Least Squares Structural Equation Modeling (PLS-SEM), data were collected via a Likert scale questionnaire from 45 respondents. The results reveal that job demands exert a significant effect on work engagement ($\beta = 0.266$; $p = 0.019$), while job resources show a stronger significant impact ($\beta = 0.614$; $p = 0.000$). The structural model accounts for 51.1% of the variance in work engagement ($R^2 = 0.455$). These findings underscore the necessity of balancing workload pressures with organizational support, although job demands can stimulate engagement, the availability of job resources such as managerial support, constructive feedback, and autonomy plays a pivotal role in enhancing employees' vigor, dedication, and absorption. Consequently, it is recommended that management prioritize bolstering job resources and calibrating job demands to optimize engagement and performance within the HSE department.

Keywords: *job demands, job resources, work engagement, PLS-SEM, K3, Petrokimia*