

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *quality of work life*, *self determination*, dan *job performance* terhadap *work engagement* Karyawan Aston Hotel Jember. Dalam penelitian ini data dikumpulkan dengan alat bantu kuisioner. Populasi dalam penelitian ini adalah seluruh karyawan Aston Hotel Jember. Pengambilan sampel menggunakan purposive sampling dan kuisioner dengan jumlah sampel 91 responden. Metode analisis yang digunakan adalah regresi linear berganda dengan program SPSS versi 17.0 Hasil uji t (parsial) menunjukkan signifikansi variabel *Quality of work life* (0,000), *Self determination* (0,000), *Job Performance* (0,000) lebih kecil dari 0.05. Sehingga secara parsial berpengaruh secara signifikan terhadap *work engagement*. Analisis regresi menunjukkan bahwa *quality of work life* (0,731), *Self determination* (0,626), *Job performance* (0,495) berpengaruh positif terhadap *Work engagement*. Uji koefisien determinasi ( $R^2$ ) menunjukkan 62,7% *work engagement* karyawan Aston Hotel Jember dipengaruhi oleh variabel *Quality of work life*, *Self determination*, dan *Job performance*. Sedangkan sisanya 37,3 % di pengaruhi faktor-faktor lain misalnya resiliensi, penyesuaian diri, *organizational citizenship behavioral* dan sebagainya.

Kata kunci : *quality of work life*, *self determination*, *job performance*, dan *work engagement*

## **ABSTRACT**

*This research aim to analyze the effect of quality of work life, self determination, and job performance to work engagement of Aston Hotel Jember. in this research collected of data with observation interview and questionnaire. The population in this research is the entire customers that amounths to 91 respondents. A sample of using a method purposive sampling and quistionnaire with the number of sample is 50 respondents. The method of used in this research is the method of regression analysis with SPSS version 17.0 programs. The result pf the test shows that the Quality of work life (0,000), Self determination (0,000), and Job Performance (0,000) less than 0,05. So that it has significant effect on work engagement. Regression analysis showed that quality of work life (0,731), Self determination (0,626), Job performance (0,495)have positiveeffect to work engagement. The Coefficient of determination test ( $R^2$ ) shows 62,7% work engagement of employe Aston Hotel Jember influenced by variable quality of work life, self determination, and job performance. While the remaining 37,3 % is influenced by factors other factors such as resilience,adjustment, organizational citizenship behavioral,trustand so on.*

*Key word: quality of work life, self determination, job performance, dan work engagement.*

