

PENGARUH *EMPLOYEE ENGAGEMENT* TERHADAP *WORKFORCE AGILITY* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL MEDIASI PADA TENAGA KESEHATAN PERAWAT DI KABUPATEN NGAWI

Edwin Ashari Wibowo

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* terhadap *workforce agility* dengan *job satisfaction* sebagai variabel mediasi pada tenaga kesehatan perawat di Kabupaten Ngawi. Latar belakang penelitian ini didasari oleh pentingnya kemampuan adaptif perawat dalam menghadapi dinamika lingkungan kerja yang cepat berubah, khususnya di sektor pelayanan kesehatan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner kepada 93 responden yang dipilih menggunakan teknik *proportionate stratified random sampling*, data diolah menggunakan *software IBM SPSS Statistics 25 for windows*. Variabel dalam penelitian ini meliputi *employee engagement* sebagai variabel independen, *job satisfaction* sebagai variabel mediasi, dan *workforce agility* sebagai variabel dependen. Teknik analisis data yang digunakan adalah regresi linier sederhana dan analisis mediasi menggunakan pendekatan Ghazali. Hasil penelitian menunjukkan bahwa *employee engagement* berpengaruh positif signifikan terhadap *job satisfaction* dan *workforce agility*. Selain itu, *job satisfaction* juga berpengaruh positif terhadap *workforce agility*, serta terbukti memediasi secara signifikan hubungan antara *employee engagement* dan *workforce agility*. Penelitian ini menyimpulkan bahwa keterlibatan karyawan yang tinggi akan meningkatkan kepuasan kerja, yang pada akhirnya memperkuat kemampuan adaptasi perawat terhadap perubahan. Hasil ini memberikan implikasi bagi manajemen instansi kesehatan untuk mengembangkan strategi peningkatan keterlibatan dan kepuasan kerja guna memperkuat kelincahan tenaga kerja di sektor kesehatan.

Kata Kunci: *Employee Engagement, Job Satisfaction, Workforce Agility, Perawat, Pelayanan Kesehatan, Mediasi.*

 2021/12/25

***THE INFLUENCE OF EMPLOYEE ENGAGEMENT ON WORKFORCE
AGILITY MEDIATED BY JOB SATISFACTION: A STUDY ON NURSING
HEALTH WORKERS IN NGAWI REGENCY***

Edwin Ashari Wibowo

Abstract

This study aims to analyze the effect of employee engagement on workforce agility, with job satisfaction serving as a mediating variable, among healthcare nurses in Ngawi Regency. The background of this research is based on the importance of nurses' adaptive capabilities in facing the rapidly changing work environment, particularly in the healthcare sector. This study employs a quantitative approach, utilizing a survey method that involves distributing questionnaires to 93 respondents selected through proportionate stratified random sampling. Data were processed using IBM SPSS Statistics 25 for Windows. The variables in this study include employee engagement as the independent variable, job satisfaction as the mediating variable, and workforce agility as the dependent variable. The data analysis techniques employed are simple linear regression and mediation analysis based on the Ghazali approach. The results indicate that employee engagement has a significant positive effect on both job satisfaction and workforce agility. Furthermore, job satisfaction has a positive influence on workforce agility and significantly mediates the relationship between employee engagement and workforce agility. This study concludes that high employee engagement leads to increased job satisfaction, which in turn enhances nurses' ability to adapt to change. These findings suggest that healthcare institutions should develop strategies to enhance employee engagement and job satisfaction, thereby strengthening workforce agility in the healthcare sector.

Keywords: *Employee Engagement, Job Satisfaction, Workforce Agility, Nurses, Healthcare Services, Mediation.*