

ABSTRAK Oleh :

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Penelitian ini dilakukan di PT Telkom Akses Jombang pada karyawan divisi IOAN (Integrated Operation Access Network) yang mengalami penurunan tingkat produktivitas kerja yang di sebabkan rendahnya apresiasi dan kefokusannya karyawan selama bekerja. Penelitian ini bertujuan untuk mengetahui pengaruh *quality work of life* dan *employee engagement* sebagai *independent variable* terhadap produktivitas karyawan sebagai *dependent variable*. Pendekatan riset menggunakan metode kuantitatif dengan responden sebanyak 48 karyawan. Teknik pengumpulan data sampling jenuh yang di analisis menggunakan regresi linier berganda dengan bantuan perhitungan hasil uji menggunakan SPSS versi 23. Hasil penelitian menunjukkan bahwa *quality work of life* dan *employee engagement* mampu memberikan dampak positif yang baik dan dapat mendukung produktivitas kerja karyawan divisi IOAN (*Integrated Operation Access Network*) PT Telkom Akses Jombang dan masih terdapat faktor lain yang tidak termasuk dalam penelitian ini.

Kata kunci : *Quality Work Of Life, employee engagement*, produktivitas kerja

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This research was conducted at PT Telkom Access Jombang on employees of the IOAN (Integrated Operation Access Network) division who experienced a decrease in work productivity levels due to low employee appreciation and focus while working. This research aims to determine the effect of quality of work of life and employee engagement as independent variables on employee productivity as the dependent variable. The research approach used quantitative methods with 48 employees as respondents. The saturated sampling data collection technique was analyzed using multiple linear regression with the help of calculating test results using SPSS version 23. The research results show that quality work of life and employee engagement are able to provide a good positive impact and can support the work productivity of IOAN (Integrated Operation) division employees. Access Network) PT Telkom Access Jombang and there are other factors that are not included in this research.

Keywords: Quality of Work Of Life, employee engagement, work productivity