

RINGKASAN

Penelitian ini dilatarbelakangi oleh fenomena kinerja karyawan Hotel Grand Karlita Purwokerto yang tergolong baik dalam mendukung kualitas pelayanan hotel. Tingginya kualitas pelayanan tersebut menunjukkan adanya tingkat *work engagement* yang cukup baik pada karyawan. Oleh karena itu, penelitian ini dilakukan untuk memahami faktor-faktor yang memengaruhi *work engagement*, khususnya *job training*, *career development*, dan *organizational commitment*.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *job training*, *career development*, dan *organizational commitment* terhadap *work engagement* karyawan Hotel Grand Karlita Purwokerto. Penelitian menggunakan metode kuantitatif dengan pendekatan survei. Sampel penelitian terdiri dari 100 karyawan aktif Hotel Grand Karlita Purwokerto. Analisis data dilakukan melalui uji asumsi klasik dan analisis regresi linier berganda dengan bantuan SPSS yang meliputi uji t, dan koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa secara parsial, *job training* berpengaruh positif dan signifikan terhadap *work engagement*, sedangkan *career development* dan *organizational commitment* tidak berpengaruh signifikan terhadap *work engagement*. Nilai R Square sebesar 0,352 menunjukkan bahwa 35,2% variasi *work engagement* dapat dijelaskan oleh ketiga variabel independen, sedangkan 64,8% dipengaruhi faktor lain di luar penelitian. Penelitian ini diharapkan dapat memberikan kontribusi teoritis dalam pengembangan ilmu Manajemen Sumber Daya Manusia, khususnya terkait faktor-faktor yang memengaruhi *work engagement* karyawan.

Kata Kunci : *Job Training, Career Development, Organizational Commitment, Work Engagement*

SUMMARY

This study was motivated by the phenomenon of employee performance at the Grand Karlita Hotel in Purwokerto, which is considered good in terms of supporting the hotel's service quality. This high level of service quality indicates a fairly good level of work engagement among employees. Therefore, this study was conducted to understand the factors that influence work engagement, specifically job training, career development, and organizational commitment.

The objective of this study is to identify and analyze the influence of job training, career development, and organizational commitment on the work engagement of employees at Hotel Grand Karlita Purwokerto. The study employed a quantitative method using a survey approach. The sample consisted of 100 active employees at Hotel Grand Karlita Purwokerto. Data analysis was performed using classical assumption tests and multiple linear regression analysis with the aid of SPSS, including t-tests and the coefficient of determination (R^2).

The results indicate that, when analyzed individually, job training has a positive and significant effect on work engagement, whereas career development and organizational commitment do not have a significant effect on work engagement. The R-squared value of 0.352 indicates that 35.2% of the variation in work engagement can be explained by the three independent variables, while 64.8% is influenced by other factors outside the scope of this study. This study is expected to contribute theoretically to the development of Human Resource Management, particularly regarding the factors that influence employee work engagement.

Keywords: Job Training, Career Development, Organizational Commitment, Work Engagement