

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kualitas Kehidupan Kerja, Kepuasan Kerja, dan Kemampuan Kerja secara bersama-sama dan parsial terhadap keterikatan pegawai. Variabel penelitian yaitu Kualitas Kehidupan Kerja ( $X_1$ ), Kepuasan Kerja ( $X_2$ ), Kemampuan Kerja ( $X_3$ ), dan keterikatan pegawai ( $Y$ ). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Maka berdasarkan uji parsial (Uji t) diperoleh: (a) Kualitas Kehidupan Kerja berpengaruh positif dan signifikan terhadap keterikatan pegawai. (b) Kepuasan Kerja berpengaruh positif dan signifikan terhadap keterikatan pegawai. (c) Kemampuan Kerja berpengaruh positif dan signifikan terhadap keterikatan pegawai. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa Kualitas Kehidupan Kerja, Kepuasan Kerja, dan Kemampuan Kerja berpengaruh positif dan signifikan terhadap keterikatan pegawai. Dan berdasarkan uji koefisien Determinasi ( $R^2$ ) yakni sebesar 0,702 atau 70,2%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel Kualitas Kehidupan Kerja, Kepuasan Kerja, dan Kemampuan Kerja terhadap variabel keterikatan pegawai menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pimpinan RSUD Kabupaten Kepulauan Mentawai dapat memperhatikan dan meningkatkan dalam hal Kualitas Kehidupan Kerja, Kepuasan Kerja, dan Kemampuan Kerja terhadap keterikatan pegawai agar dapat meningkatkan kinerja

**Kata Kunci : Kualitas Kehidupan Kerja, Kepuasan Kerja, dan Kemampuan Kerja Dan keterikatan pegawai**

## **ABSTRACT**

*This study aims to determine how much influence the Quality of Work Life, Job Satisfaction, and Work Ability together and partially on employee engagement. The research variables are Quality of Work Life (X1), Job Satisfaction (X2), Work Ability (X3), and employee engagement (Y). The method of collecting data through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.*

*Then based on a partial test (t test) obtained: (a) Quality of Work Life has a positive and significant effect on employee engagement. (b) Job Satisfaction has a positive and significant effect on employee engagement. (c) Work Ability has a positive and significant effect on employee engagement. Then based on the joint hypothesis test (Test F) it can be seen that the Quality of Work Life, Job Satisfaction, and Work Ability has a positive and significant effect on employee engagement. And based on the coefficient of determination (R<sup>2</sup>) test that is equal to 0.702 or 70.2%, this shows that the large percentage of the contribution of the variable Quality of Work Life, Job Satisfaction, and Work Ability to employee engagement variables shows the influence and the rest is influenced by other variables.*

*Finally, the authors suggest that the leadership of the Mentawai Islands District Hospital can pay attention and improve in terms of Quality of Work Life, Job Satisfaction, and Work Ability to employee engagement in order to improve performance*

**Keywords: Quality of Work Life, Job Satisfaction, and Work Ability and employee engagement**