

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *job demands, job resources* dan *personal resources* terhadap *work engagement* pegawai Dinas Pendidikan dan Kebudayaan Kota Padang. Populasi dalam penelitian ini berjumlah 60 orang dengan sampel sebanyak 60 responden. Data diperoleh dengan melakukan kuesioner kemudian diolah dan diuji dengan menggunakan SPSS. Dari penelitian yang dilakukan diketahui berdasarkan hasil pengujian hipotesis menunjukkan bahwa *job demands, job resources* dan *personal resources* berpengaruh signifikan terhadap *work engagement* pegawai Dinas Pendidikan dan Kebudayaan Kota Padang. Hasil koefisien determinasi menunjukkan bahwa besar pengaruh *job demands, job resources* dan *personal resources* terhadap *work engagement* pegawai Dinas Pendidikan dan Kebudayaan Kota Padang adalah sebesar 44% sedangkan sisanya 56% dipengaruhi oleh faktor lainnya.

Kata kunci: *Job Demands, Job Resources, Personal Resources* dan *Work Engagement*

ABSTRACT

This research aims to find out how job demand, job resources and personal resources influence the work engagement of employees of the Padang city education and culture service. The population in this study was 60 people while a sample 60 respondents. Data was obtained by conducting a questionnaire and the processed and tested using SPSS. From the research conducted, it is known that based on the result of hypothesis testing, it is clear job demands, job resources, and personal resources have a significant effect on work engagement of employees of the Padang City Education and Culture Service. The results of the coefficient of determination show that the influence of job demands, job resources and personal resources on the work engagement of employees of the Padang City Education and Culture service is 44% while the remaining 56% is influenced by other factor

Keyword: Job Demands, Job Resources, Personal Resources and Work Engagement