

ABSTRACT

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Effect of Job Characteristics on Work Engagement of Employee at Information Technology Company (a Study of Information Technology Workers at PT X, Jakarta); Willy B.Winata, M.Psi. Bachelor degree in psychology, Tarumanagara University (i-x; 59pages, R1-R3, Appdx 1-47).

The aim of this study is to discover the effect of job characteristics to work engagement on IT consultant staff. According to Hackman and Oldham (1980) job characteristics is the internal aspects of a job that refers to the contents and conditions of that job. Work engagement is defined as a positive state of mind, which leads to self fulfillment of work, characterized by energy, dedication, and absorption (Schaufeli et al. cited in Chughtai & Buckley, 2008). The research was conducted on 33 employees at 4 IT consulting firm, named HR, TD, SC, TB. The result showed there are significant effect 41.5% of job characteristics on work engagement of their employees.

Keywords: job characteristics, work engagement, IT employees