

## ABSTRACT

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**Basic needs satisfaction in self determination theory as a predictor to work engagement in employees ; Willy Budiman Winata, M.Psi. Undergraduate Program in Psychology, Tarumanagara University**

The aim of this research is to empirically test the basic needs satisfaction in *self determination theory (autonomy, competence, and relatedness)* as a predictor to *work engagement* in employees. This research involved 116 employees from same company (PT X) with convenience sampling reason. The results of this research show that the satisfaction of three needs in *self-determination theory* has impact to work engagement in employees in PT X with r square 0,221 and  $P < 0.05$ . The limitations of this research, which are discussed in more detail in discussion, are less variability in subject and only involved one company.

Keywords: *work engagement* and *self determination theory*.