

ABSTRACT

Managing human resources with the right steps makes it easier for companies to get goals and achieve the targets that have been set. Employee engagement is one aspect that ensures the sustainability of the company and increases the company's competitive value, therefore it is important to create a supportive work environment and pay attention to employee welfare in order to increase the level of engagement, especially in the face of dynamic organizational changes and challenges in the electricity sector. This study aims to examine and analyze the influence of organizational climate, quality of work life, and job satisfaction on employee engagement at PLN Pusdiklat.

This research adopts a quantitative approach with data collection techniques through questionnaires distributed to PLN Pusdiklat employees who meet certain criteria. The data obtained were analyzed using the Structural Equation Modeling (SEM) method with the Partial Least Squares (PLS) approach to test the relationship between variables. The analysis revealed that organizational climate and quality of work life have a significant influence on job satisfaction, which in turn has a positive impact on increasing employee engagement. In addition, job satisfaction was shown to mediate the relationship between the independent variables and employee engagement. The findings provide theoretical and practical contributions for the management of PLN Pusdiklat in developing policies that support the improvement of organizational climate and enhancement of quality of life and job satisfaction in order to form more engaged, loyal, and productive employees.

Keywords: Electrical Company, Organizational Climate, Job Satisfaction, Employee Engagement, Quality of Work Life.