

## EFFECT OF WORK SPIRIT AND WORK MOTIVATION ON EMPLOYEE ENGAGEMENT IN THE TANJUNGPINANG BUMI RESTAURANT (VEGETARIAN)

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### Abstract

*This research aims to know the influence of the variable work spirit and motivation towards Employee Engagement at the restaurant Bumi Maitri (Vegetarian) Tanjungpinang. The study used quantitative associative methods with a population of 42 respondents at the Maitri Earth Restaurant (Vegetarian) Tanjungpinang. The results of the study were  $Y = 50,503 + 0,461X_1 + 0,552X_2 + E$  and the value of coefficient of determination ( $R^2$ ) amounted to 0.245 or 24.5%. The results of a variable T-test of the work spirit towards employee engagement at the obtained value probability Signifikansi of  $0.002 < 0.05$  and the value of Thitung  $3.309 >$  this  $1.68385$ . Work motivation variables against employee engagement at the obtained probability signified value of  $0,009 < 0.05$  and Thitung value  $2.756 >$  this  $1.68385$ . The results of this study showed that the working motivation variable partially affected the employee engagement in the restaurant Bumi Maitri (Vegetarian) Tanjungpinang. The test results of the working spirit and the motivation of work affect employee engagement with the value of  $F_{calculate} 7.641 > F_{tabel3, 24th}$ . The value of Adjusted R Square is 0.245 or 24.5%. The remaining 75.5% is influenced by other variables not examined in this study.*

**Keywords: Work Spirit, Work Motivation and Employee Engagement**

## 1. INTRODUCTION

Organization is a place where people work together to carry out work to achieve goals. The rapid development of the globalization era demands that organizations grow and develop in accordance with the demands of the times so that they can compete in a competitive era. Thus in order to advance an organization or company and to maintain its existence in the future, it requires competent people or human resources. Because the presence of competent human resources will bring the organization easily to achieve its goals.

Every company certainly wants to retain its best employees to remain in the company. For this reason, there needs to be an involvement or attachment between the company and employees. This emotional attachment between employees and their work is known as Employee Engagement.

Employee Engagement with employees will appear when employees start high morale, when environmental conditions are perceived positively both publicly and socially, employees will experience a feeling of well-being that inspires work morale..

Every employee who has high morale will work enthusiastically, effectively and efficiently to increase work productivity. In other words, employees who are high in enthusiasm for work will be eager to work well and increase their productivity.

## 2. IMPLEMENTATION METHOD

This type of research used in this study uses quantitative research types. According to (Sunyoto, 2011) Quantitative research is research that describes something by using structural data so that a variety of data is obtained easily to be understood and read by researchers. The population in this study were 42 employees who worked at Bumi Maitri (Vegetarian) Restaurant

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Tanjungpinang. The sample used was 42 people. This sampling technique uses saturated sampling, which is a sampling technique when all members of the population are used as samples

### **3. RESULTS AND DISCUSSION**

#### **3.1 Result**

The results of the study were  $Y = 50,503 + 0.461 X_1 + 0.552X_2 + e$  and the coefficient of determination ( $R^2$ ) was 0.245 or 24.5%. The results of the t test for the work spirit variable on employee engagement obtained a probability significance value of  $0.002 < 0.05$  and a tcount value of  $3.309 > t$  table 1.68385. Work motivation variable on employee engagement obtained a probability significance value of  $0.009 < 0.05$  and a value tcount  $2.756 > t$  table 1.68385. The results of this study indicate that the work motivation variable partially affects employee engagement at the Bumi Maitri (Vegetarian) restaurant in Tanjungpinang. The results of the f test, work morale and work motivation have an effect on employee engagement with the value of Fcount  $7,641 > F$  table 3,24. With the Adjusted R Square value of 0.245 or 24.5%. Meanwhile, the remaining 75.5% is influenced by other variables not examined in this study.

#### **3.2 Discussion**

Human resources are one of the most important elements for a business or company to run well. Without these elements or poor quality, the company will find it difficult to run and operate properly even though other resources have been fulfilled. Employee engagement is a high intellectual and feeling that employees have in relation to work, organization, managers, colleagues, which can give influence to increase discretionary effort in their work. One of the factors that can encourage employees to provide their best work results are factors related to motivation which will certainly affect the work spirit. That is why motivation is an important thing related to Human Resources (HR), because it is through this motivation that work productivity and quality of work results can be maximally produced. This productivity will then differentiate one organization's performance from another organization with the same resources.

### **4. CONCLUSION**

Based on the results of the analysis, the variables of work morale and work motivation variables partially have a significant effect on Employee engagement at Bumi Maitri (Vegetarian) Restaurant Tanjungpinang. This means that the increasing morale and work motivation will also increase employee engagement. Simultaneously, work morale and work motivation variables have a significant effect on Employee engagement at Bumi Maitri (Vegetarian) Restaurant Tanjungpinang. This means that the increasing morale and work motivation will also increase employee engagement.

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