

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh *job demands* dan *job resources* terhadap *work engagement* dengan *job satisfaction* sebagai variabel mediasi pada pegawai Dinas Pekerjaan Umum dan Perumahan Rakyat (DPUPR) Kabupaten Cilacap. Penelitian ini berfokus pada kondisi tingginya tuntutan pekerjaan serta pentingnya ketersediaan sumber daya kerja dalam membentuk kepuasan dan keterikatan kerja pegawai sektor publik.

Menggunakan pendekatan kuantitatif dengan metode survei, penelitian ini melibatkan 174 pegawai sebagai responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan analisis regresi mediasi. Hasil penelitian menunjukkan bahwa *job demands* berpengaruh negatif dan signifikan terhadap *job satisfaction*, sedangkan *job resources* berpengaruh positif dan signifikan terhadap *job satisfaction*. Selanjutnya, *job satisfaction* berpengaruh positif dan signifikan terhadap *work engagement*. Penelitian ini juga membuktikan bahwa *job satisfaction* mampu memediasi pengaruh *job demands* dan *job resources* terhadap *work engagement*.

Hasil ini menunjukkan bahwa keseimbangan antara tuntutan pekerjaan dan sumber daya kerja memiliki peran penting dalam meningkatkan kepuasan serta keterikatan kerja pegawai. Oleh karena itu, organisasi publik disarankan untuk mengelola beban kerja secara proporsional serta memperkuat penyediaan sumber daya kerja guna meningkatkan *work engagement* dan kinerja pegawai secara berkelanjutan.

Kata Kunci: *job demands*, *job resources*, *job satisfaction*, *work engagement*, sektor publik

SUMMARY

This study aims to analyze the effect of job demands and job resources on work engagement with job satisfaction as a mediating variable among employees of the Dinas Pekerjaan Umum dan Perumahan Rakyat (DPUPR) in Cilacap Regency. This study focuses on the conditions of high job demands and the importance of the availability of work resources in shaping the satisfaction and work engagement of public sector employees.

Using a quantitative approach with a survey method, this study involved 174 employees as respondents. Data were collected through questionnaires and analyzed using mediation regression analysis. The results showed that job demands had a negative and significant effect on job satisfaction, while job resources had a positive and significant effect on job satisfaction. Furthermore, job satisfaction has a positive and significant effect on work engagement. This study also proves that job satisfaction is able to mediate the effect of job demands and human resources on work engagement.

These results indicate that the balance between job demands and job resources plays an important role in increasing employee satisfaction and engagement. Therefore, public organizations are advised to manage workloads proportionally and strengthen the provision of job resources in order to continuously improve employee engagement and performance.

Keywords: *job demands, job resources, job satisfaction, work engagement, public sector*