

ABSTRACT

The objective of this research was to discover the relationship between work motivation and employee engagement in PT. X, which is a manufacturing company based in Surabaya.

The number of sample used in the research was 35 respondents – the fulltimer employee in production department of PT. X. The data processing model was SPSS with some analysis data techiques such as validity test, reliability test, F-test, t-test and regersion of linear regression analysis.

The research found that there is a relationship between work motivation and employee engagement on general context. But by the variables of each motivation that have been explored, by Vroom's Expectancy Theory, the results were varied. By the expectancy variables, the employees of PT.X showed higher motivation to employee engagement than the other two variables (instrumentality and valence).

Hopefully the result of this research would bring benefit for the company as well as the further research of this topic.

Keywords: work motivation, employee engagement

