

ABSTRACT

Employee engagement is a form of employee loyalty to the company. This research was conducted at Muhammadiyah Hospital Bandung. There is an indication that there is a high level of employee engagement nursing and medical support staff. Therefore, the aim of this study is to determine employee engagement factors for nursing and medical support staff in Muhammadiyah Hospital Bandung.

This study using theory about employee engagement factors by Anitha (2014), which is divided into seven factors consisting of work environment, leadership, team and co-worker relationship, training and career development, compensation, organizational policy, and workplace well-being. Type of thus research is descriptive quantitative research. The research respondents were 80 nursing and medical support staff in Muhammadiyah Hospital Bandung by sampling using Simple Random Sampling method and factor analysis using SPSS Version 22.

The results showed that the employee engagement level of nursing and medical support staff are in high category. The driving variable of the high level of employee engagement of nursing and medical support staff at Muhammadiyah Hospital Bandung is training and career development. From the calculation, find two new factors, namely Supportive Leadership Factor with the biggest contribution variable is workplace well-being and Organizational Policies Factor with the biggest contribution variable is team and co-worker relationship.

Keywords: Factor Analysis, Employee Engagement, Team and Co-worker Relationship Work Environment, Employee Performance