

The Conceptual Framework of Employee Engagement to Vigor, Dedication, and Absorption

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Abstract

Employee engagement often associated by performance of the organization. Employee engagement arises for employees who have high morale. Besides the vigor aspect, there are other aspects such as dedication in the company and processes in the company that can relate to the organization. Employees involved in organizations have a sense of energy and effective relationships with work activities that they do. However, employees can handle the work they face well. In this study using a quantitative approach. This study was conducted in terms of enthusiasm, dedication also absorption when faced with an employee account. The questionnaires will be given to respondents who work in the company using the snowball sampling method

Keywords

Employee Engagement, Vigor, Dedication, Absorption.

1.1 INTRODUCTION

Employee engagement is often associated with the performance of the business results of an organization, the higher the involvement of employees in an organization is considered to improve the performance of an organization. In 2017 PT GML Performance Consulting and Kontan held the Stellar Workplace Award which aimed to analyze the relationship between employee engagement and organizational performance (Rifameutia, 2017). In the results of a survey conducted by PT GML Performance Consulting and Kontan, it was concluded that organizational commitment in increasing employee engagement was in line with improving organizational performance, especially in terms of improving individual employee performance which led to increased productivity (Rifameutia, 2017).

Gallup(2016) found that in business the gender phenomenon in employees has an effect on raising profits. However, there are also findings that the combination of gender differences and employee engagement results in 46% - 58% higher profits for a company (Gallup, 2016). As an example of implementation in the field related to gender in the business environment namely, one large company such as Intel stipulates that it will increase 40% of female workers in 2017 in the UK (Riffkin& Harter, 2016). In Gallup mentioned, women bring a perspective, insight, and women have superior insight and bring change in the business world. Women also have higher employee engagement than men who bring benefits to companies where employee engagement is known to bring enthusiasm and commitment to work (Miller & Adkins, 2016). In a survey conducted by Peakon (2016) to 230,000 people, it was found that women were more motivated than men in terms of corporate strategy. Women are also superior in terms of compatibility at work and appreciation. But on the achievement side and growth of male motivation is higher than women (Cohn, 2016). Thus it can be concluded that employee engagement is considered important in the business world in increasing company profits. In women, there are more advantages than men in increasing company profits.

1.2 WORK ENGAGEMENT

Work engagement is defined as a positive level of conditions associated with welfare work or fulfillment (Bakker et al., 2008) and according to Maslach and Leiter (1997), engagement is characterized by energy, involvement, and agility. Schaufeli (2006) considers work engagement as an independent and different construction, "positive, satisfying, mind-related work that is characterized by enthusiasm, dedication, and absorption.) The vigor can be felt from the high level

of energy and endurance of the mind while working, the willingness to give the best in a job, and perseverance when facing a problem (Schaufeli, 2017). Dedication refers to the strength of involvement in a job and experiencing a sense of significance, enthusiasm, inspiration, sophistication and also a challenge (Schaufeli, 2017). with full concentration and pleasure in doing the work, the employees involved have an energetic and effective relationship with their work activities, and they see themselves able to handle both the demands of their work (Schaufeli, 2006).

1.2.1. Vigor

The enthusiasm can be felt from the high level of energy and endurance of the mind while working, the willingness to give the best in a job, and perseverance when facing a problem (Schaufeli, 2017)

1.2.2. Dedication

Dedication refers to the strength of engage in a job and experiencing a sense of significance, enthusiasm, inspiration, pride, and challenges (Schaufeli, 2017).

1.2.3 Absorption

Absorption is characterized by full concentration and happily doing the work. Employees are engaged to have an energetic and effective relationship with their work activities, and they see themselves able to deal well with the demands of their work (Schaufeli, 2017).

1.3 EMPLOYEE ENGAGEMENT

The concept of first engagement by Kahn (1990) which explains that engagement as an expression and behavior of a person who fully engages in work and in the team, as a manifestation of fulfilling his role in work, which is characterized by a personal presence physically, cognitively and emotionally. The cognitive aspects of employee engagement include beliefs held by employees regarding the organization, its leaders and working conditions. Emotional aspects include how employees feel about the organization and its leaders. While the physical aspects include physical energy released by employees in carrying out the roles they have in the organization. Then from several notions of employee engagement that have been proposed by Macey (2008) in Yuniati and Arijanto (2014), Albrecht (2010: 4), it is explained that employee engagement is an initiative, adaptability, showing hard and persistent effort, positive state of mind, is very involved in what they do, endure despite difficulties, and feel happy with their work.

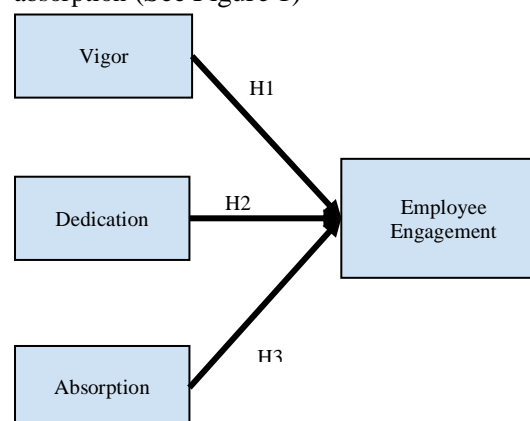
Employee engagement will arise when employees have high morale. This is in accordance with the opinion of

Bowles and Cooper (2009) who say that engagement is a result of high enthusiasm. Furthermore, it is said that when environmental conditions are positively perceived if physical and psychosocial, the employee will experience feelings of well-being. These feelings can arouse employee morale. Employees will work enthusiastically to produce more and better. When work morale is at a high level, it will also trigger employee behavior that has been explained in the previous description (advocacy, going to the extra mile, helping others, commitment, etc.). This employee behavior is called the behavior of employees who engage.

According to Shuck (2017) employee Engagement is defined as active behavior, positive psychological conditions related to work then operationalized by the intensity and direction of cognitive, emotional, and behavioral. Cognitive engagement is defined as the intensity of mental energy expressing positive values to the organization. Emotional engagement is defined as the intensity and willingness of employees to instill positive emotions in the organization. Behavioral engagement is defined as a psychological state with a willingness to behave positively that affects performance.

1.4 THEORITICAL FRAMEWORK

In this study, the authors were interested in seeing the direct influence of enthusiasm, dedication, and absorption (See Figure 1)



1.5 CONCLUSION

In this study aimed to determine the relationship between aspects of vigor, dedication, and absorption is associated with employee engagement that occurs within a company. Vigor, dedication, and absorption are variables of work engagement that are based on the number of studies that link the engagement of the work to employee engagement but rarely interrelated

research between work engagement and employee engagement. Therefore, in this conceptual framework, the authors are interested in examining aspects of vigor, dedication, absorption which are variables of work engagement to be associated with employee engagement and see which of the three variables has the largest and smallest relationship to employee engagement and whether if be combine these three variables can have a direct effect on employee engagement with the company.

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