

ABSTRAK

Indonesia memiliki potensi sumber daya panas bumi yang besar, mencapai 23.742 Megawatt (MW). Namun, hingga tahun 2024 kapasitas terpasang Pembangkit Listrik Tenaga Panas Bumi (PLTP) baru mencapai sekitar 2,6 GW atau 11% dari total potensi nasional. Kondisi tersebut menunjukkan bahwa pengembangan industri panas bumi masih perlu didukung oleh pengelolaan sumber daya manusia yang optimal. PT Geo Dipa Energi (Persero) Unit Patuha sebagai salah satu perusahaan pengelola PLTP di Indonesia memiliki karakteristik lingkungan kerja di wilayah pegunungan dengan kondisi geografis yang menantang serta sistem operasional yang dapat memengaruhi *work-life balance*, stres kerja, dan *employee engagement* karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, *work-life balance*, dan stres kerja terhadap *employee engagement* pada PT Geo Dipa Energi (Persero) Unit Patuha. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif dengan jumlah sampel sebanyak 84 responden. Teknik pengambilan sampel menggunakan *non-probability sampling*. Metode analisis yang digunakan adalah *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) dengan bantuan aplikasi SmartPLS 4. Hasil penelitian menunjukkan bahwa secara simultan lingkungan kerja, *work-life balance*, dan stres kerja berpengaruh signifikan terhadap *employee engagement* dengan nilai *R-Square* sebesar 77,6%. Secara parsial, lingkungan kerja dan *work-life balance* berpengaruh positif dan signifikan terhadap *employee engagement*, sedangkan stres kerja berpengaruh negatif dan signifikan terhadap *employee engagement*. Berdasarkan nilai *effect size* (*f-square*), stres kerja memberikan kontribusi pengaruh terbesar terhadap *employee engagement* dengan nilai sebesar 1,893, diikuti oleh lingkungan kerja sebesar 1,225 dan *work-life balance* sebesar 1,133.

Kata kunci: lingkungan kerja, *work-life balance*, stres kerja, dan *employee engagement*.

ABSTRACT

Indonesia has significant geothermal energy potential, reaching 23,742 Megawatts (MW). However, as of 2024, the installed capacity of Geothermal Power Plants (GPP) has only reached approximately 2.6 GW, or around 11% of the country's total geothermal potential. This condition indicates that the development of the geothermal industry still requires optimal human resource management. PT Geo Dipa Energi (Persero) Unit Patuha, as one of Indonesia's geothermal power companies, operates in a mountainous area with challenging geographical conditions and an intensive operational system that may affect employees' work environment, work-life balance, job stress, and employee engagement. This study aims to examine the influence of the work environment, work-life balance, and job stress on employee engagement at PT Geo Dipa Energi (Persero) Unit Patuha. This research employed a quantitative approach using descriptive and verificative methods with a sample of 84 respondents selected through a non-probability sampling technique. The data were analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS 4 software. The results indicate that, simultaneously, the work environment, work-life balance, and job stress have a significant effect on employee engagement, with an R-Square value of 77.6%. Partially, the work environment and work-life balance have a positive and significant effect on employee engagement, while job stress has a negative and significant effect on employee engagement. Based on the effect size (f-square), job stress has the greatest contribution to employee engagement with an effect size of 1.893, followed by the work environment at 1.225 and work-life balance at 1.133.

Keywords: *work environment, work-life balance, work stress, employee engagement.*