

## **GRATITUDE AND EMPLOYEE ENGAGEMENT**

Sunia Resikawanti Maharani Putri  
Nanum Sofia

### **ABSTRACT**

This research was conducted to determine the role of gratitude towards employee engagement. The hypothesis proposed is predicted to have a relationship between gratitude and employee engagement. This study involved 120 sub-district officials and all village officials in Sine Sub-district consisting of 83 men and 37 women. The scale used in this study is the adaptation scale of Utrecht Work Engagement Scale-17 (UWES-17; Schaufeli, Salanova & Bakker, 2003; 17 items with a score of  $\alpha=0.871$ ) and Psychological Measures of Islamic Gratitude (PMIG-25; Kurniawan, Romdhon, Akbar & Endah, 2012; 25 items). The results of the correlation analysis using Spearman's rho showed the value of  $r = 0.494$  with a value of  $p = 0.000$  ( $p < 0.01$ ). The data shows that there is a significant positive relationship between gratitude and employee involvement, so that it can be said that the hypothesis that the researcher proposes is accepted.

**Keywords:** *Gratitude, work engagement, employee*