

ABSTRAK

YULIA BUDI CANDRAWATI. 2026. PENGARUH *EMPLOYEE ENGAGEMENT* DAN KETERSEDIAAN FASILITAS TERHADAP PROGRAM *TEACHING FACTORY* (Suatu Studi pada Guru di SMKN 3 Banjar). Di Bawah Bimbingan Dr. Nurdiana Mulyatini, S.E, M.M. Selaku Pembimbing I dan Dr. H. Yusup Iskandar, SE., M.M. Selaku Pembimbing II.

Penelitian ini dilatarbelakangi oleh pelaksanaan program *teaching factory* belum optimal yang diduga disebabkan oleh belum optimalnya *employee engagement* dan belum menunjangnya ketersediaan fasilitas yang memadai. Adapun tujuan penelitian ini untuk mengetahui dan menganalisis : 1) Pengaruh *employee engagement* terhadap program *teaching factory*. 2) Pengaruh ketersediaan fasilitas terhadap program *teaching factory*. 3) Pengaruh *employee engagement* dan ketersediaan fasilitas terhadap program *teaching factory*. Dalam penelitian ini digunakan metode kualitatif dengan pendekatan *survey eksplanatory*. Populasi dalam penelitian ini adalah guru di SMKN 3 Banjar yang berjumlah 95 orang. Pengambilan sampel digunakan teknik sampling jenuh sehingga semua populasi dijadikan sampel yaitu sebanyak 95 orang. Teknik pengumpulan data dilakukan melalui studi kepustakaan dan studi lapangan dengan cara wawancara, observasi dan angket. Data yang terkumpul dianalisis secara statistik, baik secara deskriptif inferensial, maupun analisis hubungan antar variabel. Analisis hubungan antar variabel dilakukan dengan menggunakan analisis statistik SPSS Versi 25. Hasil penelitian menunjukkan bahwa: 1) *Employee engagement* termasuk dalam kategori sangat baik walaupun ada indikator yang masih harus ditingkatkan sehingga *employee engagement* berpengaruh terhadap program *teaching factory* dan memiliki hubungan kuat sehingga hipotesis *employee engagement* berpengaruh terhadap program *teaching factory* , diterima artinya semakin baik *employee engagement* maka program *teaching factory* akan meningkat. 2) Ketersediaan fasilitas termasuk dalam kategori sangat baik walaupun ada indikator yang masih harus ditingkatkan sehingga ketersediaan fasilitas berpengaruh terhadap program *teaching factory* dan memiliki hubungan kuat. Dengan kata lain hipotesis ketersediaan fasilitas berpengaruh terhadap program *teaching factory* diterima, artinya bahwa semakin baik ketersediaan fasilitas maka program *teaching factory* akan meningkat. 3) Program *teaching factory* termasuk dalam kategori baik walaupun ada indikator yang masih harus ditingkatkan sehingga *employee engagement* dan ketersediaan fasilitas berpengaruh terhadap program *teaching factory* dan memiliki hubungan kuat sehingga hipotesis *employee engagement* dan ketersediaan fasilitas berpengaruh terhadap program *teaching factory* , diterima artinya bahwa semakin baik *employee engagement* dan ketersediaan fasilitas maka program *teaching factory* akan meningkat.

Kata Kunci : *employee engagement*, ketersediaan fasilitas, program *teaching factory*

ABSTRACT

YULIA BUDI CANDRAWATI. 2026. THE EFFECT OF EMPLOYEE ENGAGEMENT AND FACILITY AVAILABILITY ON THE TEACHING FACTORY PROGRAM (A Study of Teachers at SMKN 3 Banjar). Under the guidance of Dr. Nurdiana Mulyatini, S.E., M.M. as Supervisor I and Dr. H. Yusup Iskandar, S.E., M.M. as Supervisor II.

This research is motivated by the suboptimal implementation of the teaching factory program, which is suspected to be caused by suboptimal employee engagement and the lack of adequate facilities. The objectives of this study are to determine and analyze: 1) The effect of employee engagement on the teaching factory program. 2) The effect of facility availability on the teaching factory program. 3) The effect of employee engagement and facility availability on the teaching factory program. This study used a qualitative method with an explanatory survey approach. The population in this study was 95 teachers at SMKN 3 Banjar. The saturated sampling technique was used to select the entire population, comprising 95 people. Data collection was conducted through literature review and fieldwork using interviews, observations, and questionnaires. The collected data were analyzed statistically, using both descriptive and inferential methods and through analysis of relationships between variables. The analysis of relationships between variables was conducted using SPSS Version 25 statistical analysis. The results of the study indicate that: 1) Employee engagement is categorized as very good, although some indicators still need to be improved. Consequently, employee engagement has a strong relationship with the teaching factory program, thus confirming the hypothesis that employee engagement has a strong relationship with the teaching factory program. This hypothesis is accepted, meaning that better employee engagement leads to improved teaching factory programs. 2) The availability of facilities is categorized as very good, although some indicators still need to be improved. This hypothesis is accepted, meaning that better facility availability leads to improved teaching factory programs. 3) The teaching factory program is categorized as good, although there are indicators that still need to be improved. Employee engagement and facility availability influence the teaching factory program and have a strong relationship. Therefore, the hypothesis that employee engagement and facility availability influence the teaching factory program is accepted. This means that better employee engagement and facility availability will improve the teaching factory program.

Keywords: employee engagement, facility availability, teaching factory program.