THE EFFECT OF FACTORS THAT INCREASES EMPLOYEES ENGAGEMENT IN THE 4 STAR HOTEL IN BATAM

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Abstract

This research is focused on examining the factors that influence employee engagement in star hotels in Batam. The independent variables studied were about organizational work culture, teamwork, leadership and compensation.

In conducting this research, the authors distributed questionnaires to employees from five four-star hotels on Batam to obtain research data. 130 questionnaires were distributed and then the results of distributing the questionnaire were processed using SPSS.

After testing using SPSS to obtain the respondents' demography data and the results of the significance tests between variables, it was found that all independent variables had a significant effect on the level of engagement of employees of star hotels in Batam.

Keywords: organizational work culture, team collaboration, leadership and compensation, star hotels in Batam.