

THESIS

**THE INFLUENCE OF RELIGIOSITY ON WORK
ENGAGEMENT MODERATED BY WORKLOAD:
CASE STUDY AT PT ALBEA RIGID PACKAGING
SURABAYA**



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UNDERGRADUATED THESIS

Submitted in fulfillment of the requirement for the degree of
Bachelor Management

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PACKAGING SURABAYA**

ABSTRACT

This study aims to assess the effect of religiosity on employee work engagement at PT Albea Rigid Packaging Surabaya, with workload as a moderating variable. Religiosity is defined as the level of understanding and application of religious values in everyday life that affect employee commitment and enthusiasm in working. This study uses a quantitative approach by distributing questionnaires to 171 company employees. Data analysis was conducted using moderation regression to assess the role of workload in strengthening or weakening the relationship between religiosity and work engagement.

The result showed that religiosity has a significant positive effect on work engagement. In addition, workload was found to strengthen the relationship between religiosity and work engagement, although this effect was close to a statistically significant level. This indicates that employees with high levels of religiosity tend to remain engaged and enthusiastic even though they face heavy workloads, because the religious values they hold help them manage stress and maintain focus.

This study contributes the human resource management by emphasizing the importance of religiosity and workload management in efforts to increase employee work engagement. These findings are expected to be a reference for the development of company policies that support employee welfare as well as further research in a broader context.

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Keywords: *Religiosity, Work Engagement, Workload*

**PENGARUH RELIGIUSITAS TERHADAP KETERLIBATAN KERJA
YANG DIMODERASI OLEH BEBAN KERJA: STUDI KASUS DI PT
ALBEA RIGID PACKAGING SURABAYA**

ABSTRAK

Penelitian ini bertujuan untuk menilai pengaruh religiusitas terhadap keterlibatan kerja karyawan di PT Albea Rigid Packaging Surabaya, dengan beban kerja sebagai variabel moderasi. Religiusitas didefinisikan sebagai tingkat pemahaman dan penerapan nilai-nilai agama dalam kehidupan sehari-hari yang memengaruhi komitmen dan semangat karyawan dalam bekerja. Studi ini menggunakan pendekatan kuantitatif dengan menyebarkan kuesioner kepada 171 karyawan Perusahaan. Analisis data dilakukan menggunakan regresi moderasi untuk menilai peran beban kerja dalam memperkuat atau melemahkan hubungan antara religiusitas dan keterlibatan kerja.

Hasil penelitian menunjukkan bahwa religiusitas memiliki pengaruh positif yang signifikan terhadap keterlibatan kerja, meskipun efek ini mendekati Tingkat signifikan secara statistic. Hal ini mengindikasikan bahwa karyawan dengan Tingkat religiusitas yang tinggi cenderung tetap terlibat dan bersemangat meskipun menghadapi beban kerja yang berat, karena nilai-nilai religious yang dimiliki membantu mereka dalam mengelola stres dan menjaga fokus.

Penelitian ini memberikan kontribusi bagi bidang manajemen sumber daya manusia dengan menekankan pentingnya religiusitas dan manajemen beban kerja dalam upaya meningkatkan keterlibatan kerja karyawan. Temuan ini diharapkan dapat menjadi acuan bagi pengembangan kebijakan Perusahaan yang mendukung kesejahteraan karyawan serta penelitian lanjutan dalam konteks yang lebih luas.

Kata kunci: *Religiusitas, Keterlibatan Kerja, Beban Kerja*

DECLARATION

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Moderated by Workload: Case Study at PT Albea Rigid
Packaging Surabaya

I hereby declare that this undergraduate thesis is the result of my investigations, except where otherwise stated. I also declare that it has not been previously or concurrently submitted as a whole for any other degrees at University of Darussalam Gontor or other institutions.

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APPROVAL OF SUPERVISOR

To Honorable,
**Dean of Faculty of Economics and Management
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*Bismillahirrahmanirrahim,
Assalamu 'alaikum Wr, Wb*

I certify that I have supervised and read this thesis, written by:

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In my opinion, it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as an undergraduate thesis for degree of Bachelor of Management.

Wassalamu 'alaikum Wr, Wb.

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THESIS EXAMINATION COMMITTEE APPROVAL

The examination committee declared that the thesis written by:

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It has passed the thesis examination and it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as an undergraduate thesis for the degree of Bachelor in Department of Management, Faculty of Economics and Management, University of Darussalam Gontor.

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APPROVAL OF DEAN

The Faculty of Economics and Management University of Darussalam Gontor has received the thesis by:

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It is accepted as a fulfillment of the requirement for the degree of Bachelor of Management, academic year 1445-1446H / 2024-2025 M.

Mantingan, Rajab 6th, 1446 H
January 6th, 2025 M

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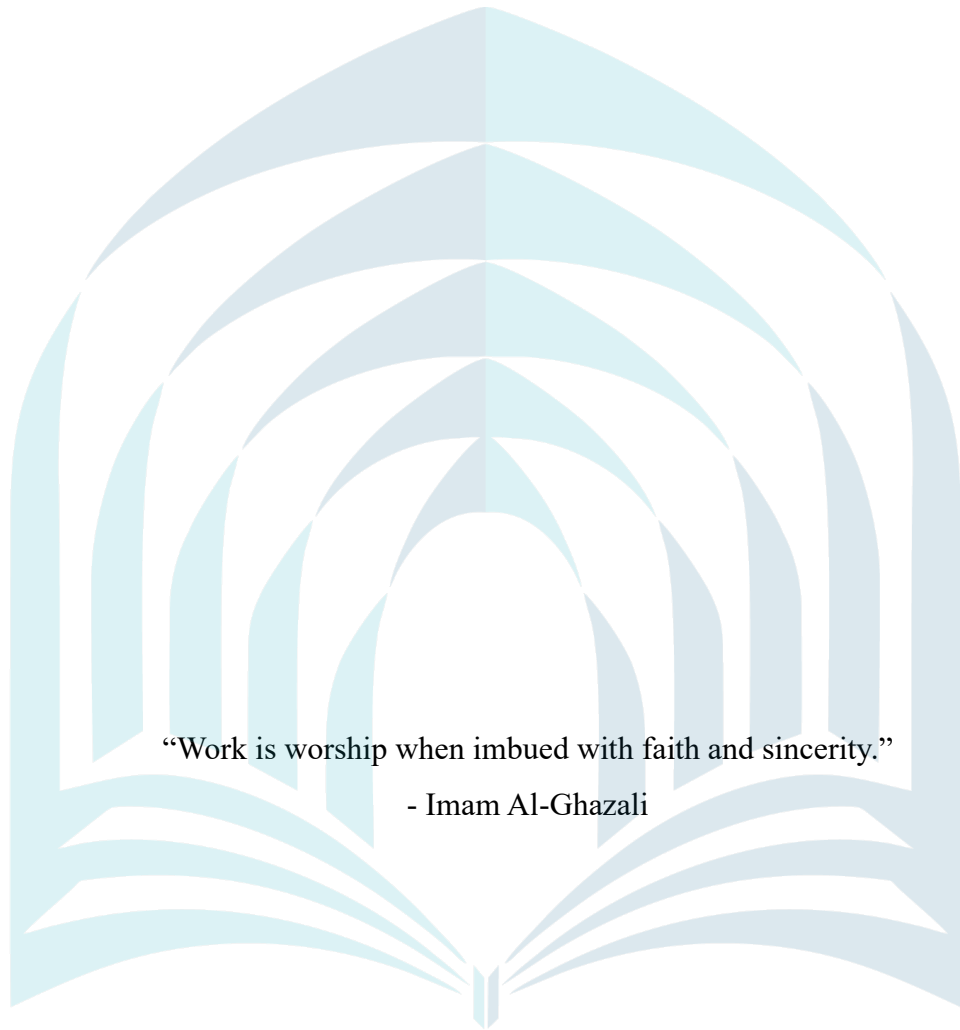
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MOTTO



“Work is worship when imbued with faith and sincerity.”
- Imam Al-Ghazali

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