

untuk memberikan performa terbaiknya guna mencapai tujuan organisasi.

- b) Organisasi perlu memberikan program pengembangan pegawai baik dalam bentuk *training* maupun pengembangan lainnya agar menambah pengetahuan dan ketrampilan pegawai dalam melaksanakan pekerjaannya, serta pegawai akan merasa percaya diri akan kemampuan yang dimilikinya.
3. Pada penelitian ini indikator dari *work engagement* selain merasa tertantang dan antusias, pegawai KPP Pratama Sidoarjo Selatan juga merasa semangat dalam menjalani pekerjaannya sekalipun menghadapi hal yang tidak berjalan baik. Pihak manajemen dapat menjaga rasa *work engagement* pegawai dengan memberikan beban pekerjaan sesuai dengan jabatannya, memberikan penghargaan atas prestasi yang dicapainya serta memberikan tantangan dalam pekerjaan sehingga pegawai senantiasa meningkatkan potensi dirinya.

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