

### Abstrak

Tantangan global "*quiet quitting*" berpotensi mengancam kualitas *human capital*, terutama di era VUCA menuju Indonesia Emas 2045. Manajemen risiko, pengelolaan karyawan, dan pemenuhan kebutuhan perusahaan-karyawan yang efektif menjadi fokus SDG's. Penelitian ini bertujuan mengukur dampak *grit* dan *person organization fit* (PO-F) terhadap *work engagement*, serta menguji model moderasi PO-F. Penelitian dilakukan di Rumah Sakit Islam dengan partisipasi 236 karyawan. Analisis menggunakan SPSS ver. 26 dan Hayes ver. 4.1 menunjukkan bahwa *grit* dan PO-F berpengaruh secara simultan dan parsial signifikan terhadap *work engagement*, meskipun PO-F tidak signifikan berperan sebagai moderator. Analisis mendalam terhadap perdebatan mengenai tantangan-tantangan yang timbul dalam dinamika konteks permasalahan *work engagement* dibahas secara koheren, sementara beragam saran formulasi model penelitian beserta penentuan arah penelitian di masa depan yang bersifat prospektif juga turut disajikan.

**Kata Kunci :** *Work Engagement, Person-Organization Fit, Grit, SDGs in workplace, Indonesia Emas 2045*



## Abstract

*Global challenges in "quiet quitting" have the potential to undermine the quality of human capital, particularly in the VUCA era and the journey towards Indonesia Emas 2045. Effective attention to risk management, employee management, and the fulfillment of company-employee needs is imperative for SDGs. This research aims to measure the influence of grit and person-organization fit (PO-F) on work engagement, also testing the moderating role of PO-F. Conducted at an Islamic Hospital with 236 employees overall, the analysis utilized SPSS ver. 26 and Hayes 4.1. The results indicate that both grit and person-organization fit exert simultaneous and partial significant effects, with PO-F not significant playing a moderating role. The challenges in this work engagement domain are thoroughly discussed, accompanied by recommendations for developing the research model and prospective research direction.*

**Kata Kunci :** *Work Engagement, Person-Organization Fit, Grit, SDGs in workplace, Indonesia Emas 2045*

