

**The role of Conscientiousness as Moderator  
of Relations between Job Resources and Work Engagement  
in Information Technology (IT) Employees on PT. X**

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This study was made to investigate the role of personality, especially conscientiousness as a moderator of the relationship between job resources and work engagement. Participants were taken from 72 employees of Information Technology (IT), which consists of developers and support on PT. X. Participants filled out questionnaire to measure job resources (Job Demands-Resources Questionnaire), personality (Neuroticism-Extraversion-Openness Personal Inventory) and work engagement (Utrecht Work Engagement Scale). The results showed that job resources positively related to work engagement. When it was added variable personality as moderator, conscientiousness is significant as moderator relations job resources and work engagement on particular dimension like autonomy, feedback, dan social support.

Keywords: work engagement, job resources, personality, conscientiousness, moderator