

HUBUNGAN ANTARA IKLIM ORGANISASI DAN *JOB ENGAGEMENT* PADA KARYAWAN KONTRAK

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ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara iklim organisasi dan *job engagement* pada karyawan kontrak. Hipotesis yang diajukan oleh peneliti yaitu, ada hubungan positif antara iklim organisasi dan *job engagement* pada karyawan kontrak. Jenis penelitian yang digunakan ialah penelitian kuantitatif dengan metode korelasi. Subjek pada penelitian ini berjumlah 108 karyawan kontrak pada sebuah Bank di Magelang, yang telah bekerja selama 1-5 tahun. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Paul M. Muchinsky (1976) untuk skala iklim organisasi dan Alan M. Saks (2006) untuk skala *job engagement*. Koefisien reliabilitas skala dimensi iklim organisasi adalah struktur organisasi $\alpha = 0.763$, standar-standar $\alpha = 0.877$, tanggung jawab $\alpha = 0.804$, dukungan $\alpha = 0.823$, identitas $\alpha = 0.753$, penghargaan $\alpha = 0.772$, keakraban $\alpha = 0.673$, konflik $\alpha = 0.667$, dan resiko $\alpha = 0.727$. Sedangkan, koefisien reliabilitas untuk *job engagement* adalah sebesar $\alpha = 0.799$. Uji korelasi dilakukan dengan teknik analisis *Spearman rho*. Hasil analisis data menunjukkan adanya korelasi positif dan signifikan antara iklim organisasi dan *job engagement* ($r = 0.548$, $p = 0.000$), artinya hipotesis yang diajukan pada penelitian ini diterima. Iklim organisasi memberikan kontribusi terhadap *job engagement* sebesar 30.0%, sementara 70.0% lainnya disumbangkan oleh faktor lain.

Kata kunci : iklim organisasi, *job engagement*, karyawan kontrak

CORRELATION BETWEEN ORGANIZATIONAL CLIMATE AND JOB ENGAGEMENT AMONG CONTRACT EMPLOYEES

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ABSTRACT

This study was to examine the correlation between organizational climate and job engagement among contract employee. Hypothesis of this study was there was a positive relation between organizational climate and job engagement among temporary employee. The researcher conducted this quantitative research using correlation as the method. The subjects of this study were 108 contract employees who worked at one of public Bank in Magelang, who had been working for 1-5 years. The researcher adapted the scale from Paul M. Muchinsky (1976) for organizational climate, and Alan M. Saks (2006) for job engagement. The coefficient reliability for dimension of organizational climate; structure $\alpha = 0.763$, standards $\alpha = 0.877$, responsibility $\alpha = 0.804$, support $\alpha = 0.823$, identity $\alpha = 0.763$, reward $\alpha = 0.772$, warmth $\alpha = -.673$, conflict $\alpha = 0.667$, and risk $\alpha = 0.727$. While, the coefficient reliability for job engagement $\alpha = 0.799$. The hypothesis was analyzed using Spearman rho technique. The results showed that there was a significant positive correlation between organizational climate and job engagement ($r = 0.548$, $p = 0.000$), it meant that the hypothesis in this study was accepted. Organizational climate contributed 30.0% toward job engagement, while 70% contributed by other variables.

Keyword: organizational climate, job engagement, temporary employees