

HUBUNGAN ANTARA AREA-AREA RESILIENSI DAN DIMENSI-DIMENSI *WORK ENGAGEMENT* PADA GURU SEKOLAH DASAR SWASTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui uji hubungan antara area-area resiliensi dan dimensi-dimensi *work engagement* pada guru sekolah dasar swasta. Hipotesis pada penelitian ini adalah terdapat hubungan positif yang signifikan antara area-area resiliensi, yaitu *mental toughness*, *physical endurance*, *emotional balance*, serta *purpose and meaning* dan dimensi-dimensi *work engagement*, yaitu *vigor*, *dedication*, dan *absorption*. Responden yang terlibat dalam penelitian ini sejumlah 163 orang dengan rentang umur antara 22 tahun sampai dengan 60 tahun. Alat yang digunakan dalam pengumpulan data adalah skala resiliensi dan skala *work engagement* (UWES-9). Skala resiliensi terdiri dari 11 item dan skala *work engagement* terdiri dari 9 item. Masing-masing skala tersebut memiliki koefisien reliabilitas $\alpha_s = 0,989$. Rentang koefisien korelasi item total (*rix*) pada skala resiliensi adalah 0,456 sampai dengan 0,685, sedangkan skala *work engagement* adalah 0,546 sampai dengan 0,826. Penelitian ini menggunakan analisis data *Spearman's Rho* karena data tidak terdistribusi dengan normal. Hasil penelitian menunjukkan bahwa *mental toughness* memiliki hubungan yang positif dan signifikan dengan *vigor* ($r=0,186, p=0,009$), *dedication* ($r=0,195, p=0,006$), dan *work engagement* ($r=0,145, p=0,033$). Terdapat hubungan yang positif dan signifikan pula pada area *physical endurance* dengan *vigor* ($r=0,205, p=0,004$), *dedication* ($r=0,211, p=0,003$), *absorption* ($r=0,307, p=0,000$), dan *work engagement* ($r=0,276, p=0,000$). Area *emotional balance* memiliki hubungan yang positif dan signifikan dengan dimensi *vigor* ($r=0,245, p=0,001$), *dedication* ($r=0,261, p=0,000$), *absorption* ($r=0,254, p=0,001$), dan *work engagement* ($r=0,285, p=0,000$). Selanjutnya, pada area *purpose and meaning* juga terdapat hubungan yang positif dan signifikan dengan dimensi *vigor* ($r=0,461, p=0,000$), *dedication* ($r=0,416, p=0,000$), *absorption* ($r=0,496, p=0,000$), dan *work engagement* ($r=0,504, p=0,000$). Namun, terdapat satu hubungan yang tidak dapat diuji hubungannya, yaitu antara area *mental toughness* dengan dimensi *absorption*. Hal ini terjadi karena syarat linearitasnya tidak terpenuhi.

Kata kunci: Resiliensi, *Work Engagement*, guru sekolah dasar swasta

THE CORRELATION BETWEEN RESILIENCE AREAS AND WORK ENGAGEMENT DIMENSIONS AMONG PRIVATE ELEMENTARY SCHOOL TEACHER

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ABSTRACT

This study aimed to test the relationship between areas of resilience with dimensions of work engagement on private elementary school teachers. The hypothesis in this study whether there was a significant positive relationship between areas of resilience, namely mental toughness, physical endurance, emotional balance, and purpose and meaning with dimensions of work engagement, namely vigor, dedication, and absorption. Respondents involved in this study were 163 people with an age range between 22 years and 60 years. The tools used in data collection were resilience scale and work engagement scale (UWES-9). The resilience scale consists of 11 items and the work engagement scale consists of 9 items. Each scale has a reliability coefficient of $\alpha_s = 0.989$. The range of the total item correlation coefficient (r_{ix}) on the resilience scale was 0.456 to 0.685, while the work engagement scale was 0.546 to 0.826. This study used Spearman's Rho data analysis because the data were not normally distributed. The results showed that mental toughness had a positive and significant relationship with vigor ($r = 0.186$, $p = 0.009$), dedication ($r = 0.195$, $p = 0.006$), and work engagement ($r = 0.145$, $p = 0.033$). Not only that, there was a positive and significant correlation between physical endurance dimensions with vigor ($r = 0.205$, $p = 0.004$), dedication ($r = 0.211$, $p = 0.003$), absorption ($r = 0.307$, $p = 0.000$), and work engagement ($r = 0.276$, $p = 0.000$). The emotional balance area had a positive and significant relationship with the vigor dimension ($r = 0.245$, $p = 0.001$), dedication ($r = 0.261$, $p = 0.000$), absorption ($r = 0.254$, $p = 0.001$), and work engagement ($r = 0.285$, $p = 0.000$). Furthermore, in the area of purpose and meaning there was also a positive and significant relationship with the dimensions of vigor ($r = 0.461$, $p = 0.000$), dedication ($r = 0.416$, $p = 0.000$), absorption ($r = 0.496$, $p = 0.000$), and work engagement ($r = 0.504$, $p = 0.000$). However, there was one relationship that unknown, namely between the areas of mental toughness and the dimensions of absorption. This occurred because the linearity requirements were not met.

Keywords: Resilience, work engagement, private elementary school teachers