

Peran *Trait* Kepribadian *Big Five* terhadap *Work Engagement*: Studi pada Organisasi Kemahasiswaan

Fadia Nisya Prasanti¹ & Noor Siti Rahmani²

¹ ²Fakultas Psikologi Universitas Gadjah Mada

Jalan Sosio Humaniora 1, Bulaksumur, Yogyakarta 55281, Telp. (0274) 550435

email: fadianisya01@mail.ugm.ac.id¹, noor.rahmani@ugm.ac.id²

Abstract

Engaged organizational members will remain motivated, resilient in dealing with challenges, and devote their energy to work resulting in the growth of overall organizational performance. However, work engagement has become a crucial issue when organizations and workplaces have started to go virtual since the pandemic emerged three years ago. This study aims to explore the role of the big five personality traits in work engagement among members of college student organizations. Participants are members of college student organizations at Gadjah Mada University during 2020-2022 period (n=166). Measurement of work engagement using the Utrecht Work Engagement Scale-9 (UWES-9) and big five personality using the Big Five Inventory-44 scale (BFI-44) was carried out using an online survey method. The results of multiple linear regression analysis show that personality traits simultaneously have a significant role in work engagement by 18.6%. Meanwhile, only the extraversion trait had a significant positive effect on work engagement.

Keywords: *work engagement, big five personality traits, college student organization, virtual work*

Abstrak

Anggota organisasi yang *engaged* dengan pekerjaannya akan terus termotivasi, resilien dalam menghadapi masalah, dan mencurahkan energinya untuk bekerja sehingga akan berdampak pada performa organisasi secara keseluruhan. Namun, *work engagement* menjadi isu yang krusial ketika organisasi dan dunia kerja mulai bertransformasi ke arah virtual sejak pandemi muncul tiga tahun lalu. Penelitian ini akan mengeksplorasi peran *trait* kepribadian *big five* terhadap *work engagement* pada anggota organisasi kemahasiswaan. Partisipan merupakan anggota organisasi kemahasiswaan di lingkungan Universitas Gadjah Mada periode 2020-2022 (n=166). Pengukuran *work engagement* menggunakan skala *Utrecht Work Engagement Scale-9* (UWES-9) dan kepribadian *big five* menggunakan skala *Big Five Inventory-44* (BFI-44) dilakukan dengan metode survei daring. Hasil analisis regresi linear berganda menunjukkan bahwa *trait* kepribadian secara simultan memiliki peran yang signifikan terhadap *work engagement* sebesar 18,6%. Sementara itu, hanya *trait extraversion* yang secara signifikan berperan positif terhadap *work engagement*.

Kata kunci: *keterikatan kerja, kepribadian big five, organisasi kemahasiswaan, kerja virtual*