

PERBEDAAN *WORK ENGAGEMENT* BERDASARKAN MASA KERJA DI PT KHI PIPE INDUSTRIES

Hamal Lucky Zain & Isaac Jogues Kiyok Sito Meiyanto
Fakultas Psikologi Universitas Gadjah Mada

ABSTRAK

Permasalahan mengenai work engagement sering dialami oleh banyak perusahaan karena work engagement memiliki peran penting dalam memastikan pertumbuhan jangka panjang perusahaan dan meningkatkan keuntungan bisnis perusahaan. Oleh karena itu, penelitian ini bertujuan untuk mengetahui perbedaan *work engagement* berdasarkan masa kerjanya pada karyawan. Metode penelitian yang digunakan dalam penelitian ini ialah metode survei menggunakan kuesioner. Kuesioner penelitian menggunakan alat ukur hasil adaptasi bahasa dari *Utrecht Work Engagement Scale* (UWES). Sampel dalam penelitian ini ialah karyawan tetap PT KHI Pipe Industries sejumlah 75 orang yang didapat melalui metode *stratified random sampling*. Masa kerja dalam penelitian ini dibagi menjadi 3 kelompok yaitu 1 – 5 tahun, 6 – 10 tahun dan di atas 10 tahun. Analisis data menggunakan uji komparasi yaitu ANOVA satu jalur. Hasil penelitian ini menunjukkan terdapat perbedaan *work engagement* berdasar masa kerja dengan nilai F sebesar 150,63 ($p < 0,01$). Kelompok karyawan dengan masa kerja 1-5 tahun memiliki *work engagement* tertinggi, sedangkan kelompok karyawan dengan masa kerja di atas 10 tahun memiliki *work engagement* terendah.

Kata kunci: *work engagement*, masa kerja, *one way anova*

THE DIFFERENCES OF WORK ENGAGEMENT BASED ON WORKING TENURE IN PT KHI PIPE INDUSTRIES

Hamal Lucky Zain & Isaac Jogues Kiyok Sito Meiyanto
Fakultas Psikologi Universitas Gadjah Mada

ABSTRACT

Work engagement issues were often encountered in companies.. Work engagement played huge role in ensuring companies' long time growth and increase profit. Therefore, this study aimed to understand in work engagement based on employees' working period in the company. This research was conducted with quantitative method using questionnaire. Data collection was done by using adaption of Utrecht Work Engagement Scale (UWES). The sample of this research was 75 employee of KHI Pipe Industries which obtained through stratified random sampling method. The working period in this study was divided into 3 group: 1-5 years, 6-10 years and more than 10 years. Data analysis was done by comparative test using one way ANOVA. The result of this study showed that there was a difference in employee work engagement based on working period with F-value of 150,63 ($p < 0,01$). Employee group with 1-5 years working period have displayed highest work engagement, while employee group with more than 10 years working period have the lowest work engagement

keyword: *work engagement, working tenure, one way anova*