



**PERAN *JOB INSECURITY* TERHADAP *WORK ENGAGEMENT***  
**GURU SEKOLAH DASAR**

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**INTISARI**

*Job insecurity merupakan kekhawatiran seseorang mengenai kehilangan aspek-aspek pekerjaan maupun pekerjaan secara total. Dari penelitian-penelitian sebelumnya, job insecurity memiliki dampak negatif terhadap kesehatan, komitmen, maupun kinerja. Tujuan penelitian ini adalah untuk menguji peran job insecurity terhadap work engagement pada guru sekolah dasar. Hipotesis dalam penelitian ini adalah job insecurity berhubungan negatif dengan work engagement. Work engagement diukur menggunakan Skala Work Engagement yang diadaptasi dan dimodifikasi dari Utrecht Work Engagement Scale. Job insecurity diukur menggunakan skala Job Insecurity yang diadaptasi dan dimodifikasi dari Job Insecurity Scale. Sebanyak 128 guru sekolah dasar di Kecamatan Depok, Sleman mengisi dua jenis skala tersebut. Data kemudian dianalisis menggunakan Analisis Regresi Sederhana. Hasil penelitian menunjukkan bahwa job insecurity berhubungan negatif dengan work engagement guru sekolah dasar ( $r=-0,291$ ,  $P > 0,05$ ). Job insecurity dapat memprediksi work engagement sebesar 4,8% ( $R^2=0,048$ ;  $F=6,381$ ,  $p<0,05$ ). Dari hasil tersebut, dapat disimpulkan bahwa job insecurity berperan negatif terhadap work engagement guru sekolah dasar.*

**Kata kunci:** *job insecurity, work engagement, guru sekolah dasar.*



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**ABSTRACT**

*Job insecurity is people's fear about losing their job features and total job. Some previous studies showed that job insecurity had a negative effect towards health, commitment, and work performance. The purpose of this study is to examine the effect of job insecurity towards work engagement among elementary school teachers. Hypothesis in this study says that job insecurity has negative relationship with work engagement. Work engagement was measured using Work Engagement Scale which adapted and modified from instrument named Utrecht Work Engagement Scale. Job insecurity was measured by adaptation and modification of Job Insecurity Scale. The 128 participants from elementary school teachers in Kecamatan Depok, Sleman filled those scales. Data were analysed using Simple Regression Analysis. The result shows that job insecurity is negatively related to work engagement ( $r=-0,291$ ,  $p > 0,05$ ). Job insecurity can predict 4,8% of work engagement ( $R^2=0,048$ ;  $F=6,381$ ,  $p<0,05$ ). Based on that result, it can be concluded that job insecurity has negative effect towards work engagement.*

**Keywords :** *job insecurity, work engagement, elementary school teachers*



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