

Hubungan antara employee engagement dan kesiapan karyawan untuk berubah (studi pada PT.X) = The Correlation between employee engagement and employee readiness for change at X company

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Abstrak

Penelitian ini dilakukan untuk mengetahui lebih lanjut mengenai hubungan antara employee engagement dan kesiapan karyawan untuk berubah dan gambaran engagement serta kesiapan karyawan untuk berubah. Pengukuran employee engagement menggunakan alat ukur utrecht work engagement scale (Schaufeli, 2002) dan pengukuran kesiapan karyawan untuk berubah menggunakan alat ukur readiness for change scale (Hanpachern, 1997). Partisipan berjumlah 202 karyawan di PT.X dan memiliki karakteristik sudah bekerja di perusahaan minimal selama satu tahun.

Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara employee engagement dan kesiapan karyawan untuk berubah ($r = 0.408$; $p = 0.000$, signifikan pada L.o.S 0.01). Artinya, semakin tinggi employee engagement, maka semakin tinggi kesiapan karyawan tersebut untuk berubah. Selain itu, gambaran engagement karyawan rata-rata tergolong dalam kategori sedang, begitu juga dengan kesiapan karyawan untuk berubah yang tergolong sedang. Berdasarkan hasil tersebut, karyawan perlu diintervensi sejak dini dalam hal engagement-nya, sebagai salah satu pendorong kesiapan karyawan untuk berubah.

.....This research was conducted to find the correlation between employee engagement and employee readiness for change, and description about employee engagement and employee readiness for change in the organization. Employee engagement was measured using a modification instrument named Utrecht Work Engagement Scale (UWES) (Schaufeli, 2002) and employee readiness for change was measured using a modification readiness for change scale (Hanpachern, 1997). The participants of this research are 202 employee in PT.X and also have been work for at east oen year.

The main results of this research show that employee engagement positively correlated significantly with employee readiness for change ($r = 0.408$; $p = 0.000$, significant at L.o.S 0.01). The implication of this study is, the higher employee engagement leads to the higher his readiness for change. Furthermore, employee engagement dan employee readines for change in PT.X showing a mid result. Based on these results, employee needs to intervened early in the engagement as one of constructing the readiness for change.