

Hubungan antara job insecurity dan work engagement pada dosen non-PNS UI = The relationship between job insecurity and work engagement among non-civil servant lecturer in University of Indonesia

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Abstrak

ABSTRAK

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara job insecurity dan work engagement pada dosen non-Pegawai Negeri Sipil (PNS) Universitas Indonesia. Pengukuran job insecurity menggunakan alat ukur Ashford, dkk (1989) dan pengukuran work engagement menggunakan alat ukur UWES-9 (Schaufeli dan Bakker, 2006). Partisipan berjumlah 52 dosen non-PNS UI, yaitu dosen dengan status BHMN dan dosen dengan status lain-lain.

Hasil penelitian ini menunjukkan tidak terdapat hubungan yang signifikan antara job insecurity dan work engagement pada dosen non-PNS Universitas Indonesia. Selain itu, masing-masing data demografis juga tidak memiliki hubungan yang signifikan dengan job insecurity dan work engagement.

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ABSTRACT

This research is aimed to get the description about the relationship between job insecurity and work engagement among non-Civil Servant Lecturer in University of Indonesia. The measurement of job insecurity uses Ashford and friend's measuring instrument (1989), while the measuring of work engagement uses UWES-9 (Schaufeli dan Bakker, 2006). The total number of participants are 52 non-civil servant lecturers, who has BHMN status and others.

The result of this research shows that there has no significant relation between job insecurity and work engagement at non-Civil Servant Lecturer in University of Indonesia. Besides that, every single demographic datum also does not have significant relation with job insecurity and work engagement.