

Hubungan antara persepsi terhadap managerial coaching dan dimensi work engagement pada karyawan generasi y = Relationship between perception on managerial coaching and the dimensions of work engagement in generation y employees

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Abstrak

Work engagement merupakan tren baru dalam positive psychology yang mulai muncul di kalangan akademisi karena psikologi dikritik lebih banyak membahas mental illness daripada mental wellness. Melihat berbagai dampak positif work engagement terutama agar perusahaan mendapatkan usaha lebih dari Generasi Y dan kebutuhan Generasi Y untuk mendapatkan feedback dan dukungan lainnya dari coach agar engaged ke pekerjaan, maka peneliti ingin meneliti hubungan antara managerial coaching dan work engagement pada karyawan Generasi Y. Sebagai penelitian kuantitatif, penelitian ini menggunakan kuesioner untuk mengumpulkan data dari 156 responden Generasi Y dari berbagai sektor industri di Jakarta dan sekitarnya.

Hasil korelasi Pearson menunjukkan bahwa persepsi terhadap managerial coaching memiliki hubungan yang positif dan signifikan dengan work engagement, yaitu $r(162) = 0.430$, $p < 0.01$. Berdasarkan analisis dengan dimensi-dimensi work engagement, ditemukan bahwa terdapat hubungan positif yang signifikan antara managerial coaching dengan dimensi semangat, dedikasi, dan absorpsi.

Work engagement is a new construct in positive psychology and became concern in academic researchers because psychology was criticized for mostly discussing mental illness than mental wellness. Work engagement has positive impacts, especially to help company get the most from Generation Y, and because Generation Y needs feedback, supports from coaches to make them engaged, this research examine the relationship between managerial coaching and work engagement in Generation Y employees. As a quantitative study, the methodology used in this study is questionnaire to get data from 156 Generation Y from several industries in Jakarta and cities around Jakarta.

The result of Pearson correlation shows that managerial coaching has positive significant relationship with work engagement in Generation Y, $r(162) = 0.430$, $p < 0.01$. The analysis also showed that there is a positive significant relationship between managerial coaching and the dimensions of work engagement, which are vigor, dedication, and absorption.