

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.

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.