

Korelasi Work Engagement dengan kejadian presenteeism pada pekerja manufaktur alat berat = Correlation of Work Engagement with the incident of presenteeism in heavy equipment manufacturing workers

Nia Agustiana, author

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Abstrak

Latar Belakang: Presenteeism merupakan suatu fenomena yang menjadi perhatian dunia kesehatan kerja karena dapat mempengaruhi produktivitas pekerja secara negatif. Beberapa faktor diketahui berhubungan dengan presenteeism terutama terkait faktor pekerjaan. Dalam model Job Demand-Resource, Work engagement diyakini merupakan salah satu faktor yang memiliki hubungan dengan kejadian presenteeism, dimana pekerja dengan work engagement yang baik cenderung memiliki tingkat presenteeism yang rendah. Penelitian terkait hubungan diantara work engagement dan presenteeism pada pekerja manufaktur alat berat, khususnya di Indonesia belum pernah dilakukan. Hal ini yang melatarbelakangi dilakukannya penelitian ini. Metode: Penelitian ini merupakan penelitian cross sectional, dengan total responden berjumlah 109 orang, yang merupakan pekerja pada perusahaan manufaktur alat berat di Jakarta, Indonesia. Keseluruhan data pada penelitian ini merupakan data primer yang diambil menggunakan kuesioner. Penilaian untuk presenteeism menggunakan kuesioner dengan metode Quality dan Quantity (QQ method). Sementara Work engagement dinilai dengan menggunakan kuesioner Utrecht Work Engagement Scale 9 (UWES-9) versi Bahasa Indonesia.

Hasil: Sebaran skor presenteeism responden cukup rendah dengan nilai median 10 (minimum 0 dan maksimum 76). Sebagian besar responden memiliki skor Work engagement yang tinggi dengan nilai median 5,55 (minimum 3,33 dan maksimum 6,00). Hubungan yang signifikan antara work engagement dan presenteeism (p -value $<0,001$) dengan koefisien korelasi (r) $-0,381$. Pada analisis multivariat ditemukan juga bahwa jenis pekerjaan (p value = $0,013$) dan Pola kerja (p value = $0,001$) responden memiliki hubungan signifikan dengan kejadian Presenteeiam.

Kesimpulan: Terdapat hubungan yang signifikan dan korelasi negatif antara work engagement dengan kejadian presenteeism pada pekerja manufaktur alat berat.

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Background: Presenteeism is a phenomenon that has become a concern in occupational health because it can negatively affect worker productivity. Several factors are known to be related to presenteeism, especially those associated with work. In the Job Demand- Resource model, work engagement is believed to be one factor that is related to the incidence of presenteeism, where workers with good work engagement tend to have lower levels of presenteeism. Research on the relationship between work engagement and presenteeism in heavy equipment manufacturing workers, especially in Indonesia, has never been done, and becomes the reason for conducting this study.

Methods: This research is a cross sectional study, with a total of 109 respondents, who are workers at a heavy equipment manufacturing company in Jakarta, Indonesia. All data in this study are primary data taken using a questionnaire. Assessment for presenteeism uses a questionnaire with the Quality and Quantity (QQ method). Meanwhile, work engagement was assessed using the Indonesian version of the Utrecht Work Engagement Scale 9 (UWES-9) questionnaire.

Results: The distribution of respondents' presenteeism scores was quite low with a median value of 10 (minimum 0 and maximum 76). Most respondents had high Work engagement scores with a median value of 5.55 (minimum 3.33 and maximum 6.00). There is a significant relationship between work engagement and presenteeism (p-value <0.001) with a correlation coefficient (r) of -0.381. In multivariate analysis, it was also found that respondents' type of work (p value = 0.013) and work patterns (p value = 0.001) had a significant relationship with the incidence of presenteeism.

Conclusion: There is a significant and negative correlation between work engagement and the incidence of presenteeism in heavy equipment manufacturing workers.