

# HUBUNGAN *JOB CRAFTING* DENGAN *WORK ENGAGEMENT* PADA KARYAWAN PRODUKSI PT X SEMARANG

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## ABSTRAK

Karyawan produksi dihadapkan dengan aktivitas fisik yang berat dengan target produksi yang harus dicapai dalam waktu tertentu sehingga memunculkan tekanan serta tuntutan tersendiri yang dapat memengaruhi kondisi kerja positif pada karyawan terhadap pekerjaannya atau dikenal dengan *work engagement*. Penelitian terdahulu menemukan adanya hubungan antara *work engagement* dengan kemampuan *job crafting*, namun terdapat pula hasil temuan yang bertentangan. Penelitian ini bertujuan untuk mengetahui hubungan *job crafting* dengan *work engagement* pada karyawan produksi PT X Semarang yang bergerak di industri makanan dan minuman. Populasi penelitian merupakan karyawan divisi produksi yang sudah bekerja lebih dari 2 tahun di PT X sebanyak 329 karyawan. Subjek pada penelitian ini berjumlah 181 karyawan yang dipilih berdasarkan teknik *simple random sampling*. Pengumpulan data menggunakan dua skala psikologi yaitu skala *job crafting* (9 aitem valid,  $\alpha = 0,930$ ) dan skala *work engagement* (36 aitem valid,  $\alpha = 0,867$ ). Analisis regresi sederhana menunjukkan bahwa terdapat hubungan positif antara *job crafting* terhadap *work engagement* ( $p = 0.019$ ,  $r = 0.175$ ,  $R^2 = 0.031$ ). Hasil penelitian menggambarkan bahwa semakin tinggi *job crafting* akan menentukan *work engagement* yang tinggi, sebaliknya semakin rendah *job crafting* akan menentukan *work engagement* yang rendah pula. Penelitian ini mendukung adanya perbedaan *job crafting* berdasarkan jenis kelamin, namun tidak ditemukan perbedaan yang signifikan antara *work engagement* pada karyawan laki-laki dan perempuan.

**Kata kunci:** *job crafting*, *work engagement*, karyawan produksi

**THE RELATIONSHIP BETWEEN *JOB CRAFTING* AND  
*WORK ENGAGEMENT* AMONG PRODUCTION WORKERS AT  
PT X SEMARANG**

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***ABSTRACT***

*Production workers are faced with heavy physical activity with production targets that must be achieved within a certain time, giving rise to pressure and demands which can affect positive working conditions for workers regarding their work or what is known as work engagement. Previous research found a relationship between work engagement and job crafting, but there were also different findings. This research aims to determine the relationship between job crafting and work engagement among production workers at PT X Semarang who are in the food and beverage industry. The population of this research includes 329 production division employees who had worked for more than 2 years at PT X. Samples were 181 employees using simple random sampling techniques. Data were collected using two psychological scales: the job crafting scale (9 valid items,  $\alpha = 0.930$ ) and the work engagement scale (36 valid items,  $\alpha = 0.867$ ). Simple regression analysis shows a positive relationship between job crafting and work engagement ( $p = 0.019$ ,  $r = 0.175$ ,  $R^2 = 0.031$ ). The research results illustrate that the higher the job crafting will determine high work engagement, otherwise the lower the job crafting will determine low work engagement too. This research supports the existence of differences in job crafting based on gender, but no significant differences were found between work engagement in male and female employees.*

***Keywords:*** *job crafting, work engagement, production workers*