

# HUBUNGAN ANTARA RESILIENSI DENGAN *WORK ENGAGEMENT* GURU SLB KOTA SURAKARTA

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## Abstrak

Guru SLB merupakan poros utama bagi kesuksesan Pendidikan Luar Biasa (PLB). TUPOKSI yang harus dilakukan oleh guru SLB tentunya sangat berbeda dengan guru pada umumnya, karena selain memberikan materi guru SLB juga wajib untuk memberikan pengetahuan mengenai bina diri agar anak berkebutuhan khusus dapat hidup secara mandiri. Banyaknya tugas yang harus dijalankan tentu membuat guru SLB lebih rentan untuk mengalami kelelahan fisik dan emosional. Oleh karena itu, resiliensi menjadi suatu hal penting yang harus dimiliki oleh guru SLB agar dapat terus *engaged* dengan pekerjaannya sebagai tenaga pendidik anak berkebutuhan khusus. Penelitian ini bertujuan untuk mengetahui hubungan antara resiliensi dengan *work engagement* guru SLB di Kota Surakarta. Sampel penelitian berjumlah 133 guru SLB yang ditentukan berdasarkan hasil *proportional random sampling*. Skala *Work Engagement* (31 aitem,  $\alpha = 0,925$ ) dan Skala Resiliensi (24 aitem,  $\alpha = 0,921$ ) merupakan alat ukur yang digunakan dalam penelitian ini. Hasil uji *Spearman's Rho* menunjukkan adanya hubungan yang positif dan signifikan antara resiliensi dengan *work engagement* ( $r = 0,685$  ;  $p < 0,000$ ) yang berarti semakin tinggi resiliensi maka semakin tinggi pula *work engagement*. Berlaku sebaliknya, semakin rendah resiliensi maka akan semakin rendah pula *work engagement*-nya. Berdasarkan hasil yang telah didapatkan, dapat disimpulkan bahwa hipotesis yang diajukan dalam penelitian ini dapat diterima.

**Kata kunci :** resiliensi; *work engagement*; guru SLB

# THE RELATIONSHIP BETWEEN RESILIENCE AND WORK ENGAGEMENT OF SPECIAL EDUCATION TEACHERS IN SURAKARTA CITY

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## **Abstract**

Special education teachers are the main axis for the success of special education. The main tasks and functions that special education teachers have to carry out are very different from those of teachers in general, because in addition to providing materials, special education teachers also have to impart knowledge about self-help so that children with special needs can live independently. The many tasks they have to perform make special education teachers more vulnerable to physical and emotional exhaustion. Therefore, resilience is an important thing that special education teachers need to have in order to continue their work as educators of children with special needs. This study aims to determine the relationship between resilience and work engagement of special education teachers in Surakarta City. The research sample consisted of 133 special education teachers who were selected based on the results of a proportional random sampling. The Work Engagement Scale (31 items,  $\alpha = 0,925$ ) and the Resilience Scale (24 items,  $\alpha = 0,921$ ) are the measuring instruments used in this study. The results of Spearman's Rho test showed a positive and significant relationship between resilience and work engagement ( $r = 0,685$ ;  $p < 0,000$ ), which means that the higher level of resilience, the higher level of work engagement. Conversely, the lower level of resilience, the lower level of work engagement. Based on the results obtained, it can be concluded that the hypothesis proposed in this study can be accepted.

**Keywords:** resilience; work engagement; special education teachers