

STUDI DESKRIPTIF TENTANG *EMPLOYEE ENGAGEMENT* PADA GURU TAMAN KANAK-KANAK DI KECAMATAN WONOSALAM KABUPATEN DEMAK PROVINSI JAWA TENGAH

Ike Yulianti, Diana Rusmawati

Fakultas Psikologi, Universitas Diponegoro,
Jalan Prof. Mr. Sunario, Tembalang, Semarang, Indonesia 50275

iyike99@gmail.com

Abstrak

Penelitian ini merupakan penelitian deskriptif tentang *employee engagement* yang bertujuan untuk mendeskripsikan tingkat *employee engagement* guru taman kanak-kanak yang bertugas di wilayah Kecamatan Wonosalam Kabupaten Demak Provinsi Jawa Tengah. Metode penelitian yang digunakan adalah metode deskriptif kuantitatif. Populasi dalam penelitian ini merupakan guru taman kanak-kanak yang masih aktif mengajar di Wilayah Kecamatan Wonosalam Kabupaten Demak Provinsi Jawa Tengah pada tahun ajaran 2022/2023. Pemilihan sampel penelitian menggunakan teknik pengambilan sampel secara random sederhana dengan total sampel sebanyak 70 guru namun hanya sebanyak 36 guru yang bersedia menjadi partisipan dalam penelitian ini. Instrument penelitian berupa Skala *Employee Engagement* yang disusun dan dikembangkan oleh Titien dengan konstruk teori yang dijelaskan oleh Schaufelli dkk (dalam Titien, 2016). Jumlah aitem pada alat ukur penelitian berjumlah 27 aitem dengan koefisien Cronbach Alpha sebesar 0,901. Pengambilan data dilakukan dengan membagikan skala penelitian dalam *google form* kepada subjek penelitian. Hasil penelitian yang didapatkan kemudian dianalisis dengan menggunakan analisis statistik deskriptif dan tabulasi silang antara tingkat *employee engagement* dengan pendapatan sebagai guru dan masa kerja. Hasil analisis didapatkan bahwa sebesar 38,9 % atau 14 subjek memiliki tingkat *employee engagement* sangat rendah. Tingkat *employee engagement* rendah menunjukkan bahwa masih kurangnya kelekatan antara guru TK di Wilayah Kecamatan Wonosalam Kabupaten Demak Provinsi Jawa Tengah dengan pekerjaan maupun tempatnya bekerja sehingga dalam melaksanakan tugas-tugasnya sebagai guru belum mampu maksimal, antusias dan menikmati waktu yang dijalani. Guna meningkatkan antusiasme dan hasil kerjanya, guru TK di Wilayah Kecamatan Wonosalam Kabupaten Demak Provinsi Jawa Tengah dapat mengikuti pelatihan-pelatihan yang berhubungan dengan pekerjaannya dan dukungan secara materiil oleh yayasan sekolah tempat masing-masing guru bekerja.

Kata kunci: *Employee engagement*; guru taman kanak-kanak; studi deskriptif;

DESCRIPTIVE STUDY OF EMPLOYEE ENGAGEMENT AMONG KINDERGARTEN TEACHERS IN WONOSALAM DISTRICT DEMAK REGENCY CENTRAL JAVA PROVINCE

Ike Yulianti, Diana Rusmawati

Faculty of Psychology, Universitas Diponegoro,
Prof. Mr. Sunario Street, Tembalang, Semarang, Indonesia 50275

iyike99@gmail.com

Abstract

This research is a descriptive study about employee engagement which aims to describe the level of employee engagement of kindergarten teachers who work in the Wonosalam District, Demak Regency, Central Java Province. The research method used is a quantitative descriptive method. The population in this study are kindergarten teachers who are still actively teaching in the Wonosalam District, Demak Regency, Central Java Province in the 2022/2023 academic year. The selection of the research sample used a simple random sampling with a total sample of 70 teachers, but only 36 teachers were willing to participate in this study. The research instrument was the Employee Engagement Scale which was compiled and developed by Titien with the theoretical construct explained by Schaufelli et al (in Titien, 2016). The number of items in the research measuring tool is 27 items with a Cronbach Alpha coefficient of 0.901. Data collection was carried out by distributing the research scale in Google Form to research subjects. The research results obtained were then analyzed using descriptive statistical analysis and cross-tabulation between the level of employee involvement with income as a teacher. The results of the analysis showed that 38.9% or 14 subjects had a very low level of employee engagement. The low level of employee engagement indicates that there is still a lack of attachment between kindergarten teachers in the Wonosalam District, Demak Regency, Central Java Province, their work and place of work so that in carrying out their duties as teachers they are not able to be maximal, enthusiastic and enjoy the time spent. To increase their enthusiasm and work results, kindergarten teachers in the Wonosalam District, Demak Regency, Central Java Province can attend training related to their work and receive material support from the school foundation where each teacher works.

Keyword: Employee engagement; Kindergarten teacher; Descriptive study;