

MAGANG

GAMBARAN WORK ENGAGEMENT PADA KARYAWAN PT. FOSTA UNGGUL PERDANA

[Sharleen Leticia Tanudi]
[Fakultas Psikologi / Jurusan Psikologi]
[Universitas Pelita Harapan]
[Jl. M.H Thamrin Boulevard 1100, Kelapa Dua, Kec. Kelapa Dua, Tangerang, Banten, 15811,
Indonesia]

Abstract

Behind the success of PT. Fosta Unggul Perdana as engineering company, employee contributions play a major role. Despite facing obstacles and implementing new policies during the Covid-19 pandemic, it did not dampen the motivation of employees to remain enthusiastic and provide the best for the company. This situation shows the existence of work engagement. Work engagement are positive condition that is owned and encourages performance improvement and characterized by a sense of vigor, dedication, and absorption. Data obtained using work engagement questionnaire, the Utrecht Work Engagement Scale-9 (UWES-9) with 9 statement items and adapted into Indonesian (Kristiana & Purwono, 2019). The results showed the level of work engagement on employees of PT. Fosta Unggul Perdana are high ($M=47.17$). The average value based on the dimensions vigorous ($M=5.2$), dedication ($M=5.3$), and absorption ($M=5.2$). Based on these results, it shows that the work engagement of employees of PT. Fosta Unggul Perdana are high, which shows that employees are able to achieve their goals and this has an impact on the company.

Keywords: *employee; work engagement ; Utrecht Work Engagement Scale-9 (UWES-9)*

Abstrak — Dibalik keberhasilan PT. Fosta Unggul Perdana sebagai perusahaan yang bergerak dibidang *engineering*, terdapat kontribusi karyawan yang berperan besar. Meskipun menghadapi kendala dan penerapan kebijakan baru dimasa pandemi Covid-19, tidak menyurutkan motivasi karyawan untuk tetap semangat dan memberikan yang terbaik bagi perusahaan. Situasi ini menunjukkan adanya *work engagement*. *Work engagement* merupakan kondisi positif yang dimiliki dan mendorong peningkatan kinerja serta ditandai dengan rasa semangat, dedikasi, dan penghayatan. Perolehan data menggunakan kuesioner *work engagement* yaitu *Utrecht Work Engagement Scale-9 (UWES-9)* dengan 9 butir pernyataan dan diadaptasi kedalam Bahasa Indonesia. Hasil penelitian menunjukkan tingkat *work engagement* pada karyawan PT. Fosta Unggul Perdana tergolong tinggi ($M=47,17$). Kemudian nilai rata – rata berdasarkan dimensi *vigorous* ($M=5,2$), *dedication* ($M=5,3$), dan *absorption* ($M=5,2$). Berdasarkan hasil tersebut, menunjukkan bahwa *work engagement* yang dimiliki karyawan PT. Fosta Unggul Perdana tergolong tinggi, sehingga menunjukkan para karyawan mampu mencapai tujuan mereka dan hal ini berdampak pada keberhasilan perusahaan.

Kata Kunci: *karyawan; keterikatan kerja; Utrecht Work Engagement Scale-9 (UWES-9).*