

## ABSTRAK

### HUBUNGAN ANTARA *WORKPLACE INCIVILITY* DENGAN *EMPLOYEE ENGAGEMENT* PADA PEGAWAI DINAS PEMUDA DAN OLAHRAGA PROVINSI SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui Hubungan antara *Workplace Incivility* dengan *Employee Engagement* pada Pegawai Dinas Pemuda dan Olahraga Provinsi Sumatera Barat. Variabel *independent* dalam penelitian ini adalah *Workplace Incivility* dan variabel *dependent* adalah *Employee Engagement*. Alat ukur yang digunakan dalam penelitian ini adalah skala *Workplace Incivility* dan skala *Employee Engagement*. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah sampling jenuh dengan jumlah sampel 87 orang pegawai Dinas Pemuda dan Olahraga Provinsi Sumatera Barat. Uji validitas menggunakan *Corrected Item-Total Correlation* dan uji reliabilitas menggunakan teknik *Alpha Crobach*. Hasil uji coba menunjukkan koefisien validitas pada skala *Workplace Incivility* berkisar dari 0,385 sampai dengan 0,766 sedangkan koefisien reliabilitasnya sebesar 0,878. Hasil koefisien validitas pada skala *Employee Engagement* berkisar dari 0,307 sampai dengan 0,664, sedangkan koefisien reliabilitasnya sebesar 0,818. Berdasarkan analisis data menunjukkan besarnya koefisien korelasi sebesar -0,444 dengan taraf signifikan korelasi ( $p = 0,000$ ). Berarti terdapat hubungan yang signifikan dengan arah negatif antara *Workplace Incivility* dengan *Employee Engagement* pada Dinas Pemuda dan Olahraga Provinsi Sumatera Barat, sehingga dapat diartikan bahwa hipotesis dalam penelitian ini diterima. Sumbangan efektif variabel *Workplace Incivility* dengan *Employee Engagement* adalah sebanyak 20%.

**Kata kunci :** *Workplace Incivility, Employee Engagement, Pegawai*

## **ABSTRACT**

### **RELATIONSHIP BETWEEN WORKPLACE INCIVILITY AND EMPLOYEE ENGAGEMENT IN WEST SUMATRA PROVINCE YOUTH AND SPORTS SERVICES**

*This study aims to determine the relationship between Workplace Incivility and Employee Engagement in Employees of the Youth and Sports Office of West Sumatra Province. The independent variable in this study is Workplace Incivility and the dependent variable is Employee Engagement. The measurement tools used in this study are the Workplace Incivility Scale and the Employee Engagement Scale. The sampling technique used in this study was saturated sampling with a total sample of 87 employees of the West Sumatra Provincial Youth and Sports Office. Validity testing using Corrected Item-Total Correlation and reliability testing using the Alpha Crobach technique. The test results show that the validity coefficient on the Workplace Incivility scale ranges from 0.385 to 0.766 while the reliability coefficient is 0.878. The validity coefficient results on the Employee Engagement scale range from 0.307 to 0.664, while the reliability coefficient is 0.818. Based on the data analysis, it shows that the correlation coefficient is -0.444 with a significant correlation level ( $p$ ) = 0.000. This means that there is a significant relationship in a negative direction between Workplace Incivility and Employee Engagement at the Youth and Sports Office of West Sumatra Province. So it can be inferred that the hypothesis in this study is accepted. The effective contribution of the Workplace Incivility variable to Employee Engagement is 20%.*

**Keywords:** *Workplace Incivility, Employee Engagement, Employees*