

ABSTRAK

HUBUNGAN ANTARA *JOB CRAFTING* DENGAN *WORK ENGAGEMENT* PADA PEGAWAI DINAS TENAGA KERJA DAN TRANSMIGRASI PROVINSI SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui secara empirik apakah terdapat hubungan antara *Job Crafting* dengan *Work Engagement* pada Pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Barat. Alat ukur yang digunakan dalam penelitian ini adalah *Job Crafting Scale* (JCS) dan *The Utrech Work Engagement Scale* (UWES) menggunakan metode sampel total untuk menentukan jumlah sampel. Pegawai yang digunakan sebagai sampel penelitian adalah 113 orang. Hasil koefisien validitas pada skala *Job Crafting* dengan nilai *corrected item-total correlation* berkisar antara 0,352 sampai dengan 0,694, sedangkan koefisien reliabilitasnya 0,737. Hasil koefisien validitas pada skala *Work Engagement* dengan nilai *corrected item-total correlation* berkisar antara 0,411 sampai dengan 0,675, sedangkan koefisien reliabilitasnya sebesar 0,806. Teknik analisis data menggunakan uji normalitas, uji linearitas, uji hipotesis, dan sumbangan efektif. Berdasarkan analisis data, nilai korelasi 0,725 dengan tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang signifikan antara *Job Crafting* dengan *Work Engagement* dengan arah positif pada Pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Barat, artinya semakin tinggi *job crafting* Pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Barat, maka semakin tinggi pula *work engagement* yang dimiliki Pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Barat. Adapun sumbangan efektif dari *job Crafting* terhadap *Work Engagement* sebesar 52,56%, hal ini dapat diartikan bahwa *Servant Leadership* mampu memberikan kontribusi positif terhadap *Organizational Citizenship Behavior* sebesar 52,56%.

Kata kunci: *job crafting*, *work engagement*, pegawai, instansi, korelasi.

ABSTRACT

THE RELATIONSHIP BETWEEN JOB CRAFTING AND WORK ENGAGEMENT IN EMPLOYEES OF THE WEST SUMATRA PROVINCIAL LABOR AND TRANSMIGRATION OFFICE

This study aims to determine empirically whether there is a relationship between Job Crafting and Work Engagement in Employees of the Manpower and Transmigration Office of West Sumatra Province. The measuring instruments used in this study are Job Crafting Scale (JCS) and The Utrech Work Engagement Scale (UWES) using the total sample method to determine the number of samples. The employees used as research samples were 113 people. The results of the validity coefficient on the Job Crafting scale with a corrected item-total correlation value ranging from 0.352 to 0.694, while the reliability coefficient is 0.737. The validity coefficient results on the Work Engagement scale with corrected item-total correlation values ranging from 0.411 to 0.675, while the reliability coefficient is 0.806. Data analysis techniques use normality test, linearity test, hypothesis testing, and effective contribution. Based on data analysis, a correlation value of 0.725 with a significance level of 0.000 was obtained, which means that the hypothesis is accepted. This shows that there is a significant relationship between job crafting and work engagement with a positive direction in employees of the Manpower and Transmigration Office of West Sumatra Province, meaning that the higher the job crafting of employees of the Manpower and Transmigration Office of West Sumatra Province, the higher the work engagement of employees of the Manpower and Transmigration Office of West Sumatra Province. The effective contribution of Job Crafting to Work Engagement is 52.56%, this can be interpreted that Servant Leadership is able to make a positive contribution to Organizational Citizenship Behavior by 52.56%.

Key words: job crafting, work engagement, employees, agency, correlation