

# **WORK ENGAGEMENT GURU PAUD INKLUSI SRAWUNG BOCAH DI BANTUL**

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## **ABSTRAK**

*Guru memiliki peranan penting dalam memberikan aktivitas bermain bagi peserta didiknya. Aktivitas bermain tidak dapat dipisahkan dengan anak usia dini termasuk pada anak berkebutuhan khusus (ABK) juga memerlukan kegiatan bermain saat di sekolah untuk memberikan stimulasi perkembangannya. Work engagement yang baik dapat menjadikan guru berdedikasi kuat serta fokus secara penuh terhadap pekerjaannya. Oleh karena itu, penelitian dilakukan bertujuan untuk mengetahui work engagement yang dimiliki guru PAUD inklusi srawung bocah di Bantul. Metode penelitian ini menggunakan metode kualitatif dan menggunakan teori work engagement Schaufeli dan Bakker (2004). Subjek dalam penelitian ini terdiri dari tiga guru yang bekerja di PAUD inklusi srawung bocah Bantul dan memiliki tiga orang significant other, dua orang significant other yang berstatus sebagai rekan kerja dan satu significant other yang berstatus sebagai kepala sekolah. Teknik pengambilan subjek menggunakan purposive sampling, yaitu berdasarkan dari kriteria tertentu yang telah di tentukan oleh peneliti. Teknik pengumpulan data dilakukan dengan wawancara, observasi, dan dokumentasi. Hasil dari penelitian ini menunjukkan bahwa ketiga subjek memiliki work engagement dengan aspek yang berbeda-beda. Pada subjek pertama aspek yang muncul yaitu aspek vigor (semangat). Pada subjek kedua work engagement yang ditunjukkan terlihat pada aspek absorption (penghayatan). Pada subjek ketiga work engagement ditunjukkan terlihat pada aspek dedication (dedikasi).*

**Kata Kunci :** *Guru, PAUD Inklusi, Work engagement*

# WORK ENGAGEMENT OF SRAWUNG BOCAH INCLUSIVE PAUD TEACHERS IN BANTUL

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## ABSTRACT

*Teachers have an important role in providing play activities for their students. Play activities cannot be separated from early childhood, including children with special needs (ABK) who also need play activities while at school to stimulate their development. Good work engagement can make teachers highly dedicated and fully focused on their work. Therefore, the research was conducted aiming to find out the work engagement that Srawung Bocah Inclusive PAUD teachers have in Bantul. This study uses qualitative research and uses the work engagement theory of Schaufeli and Bakker (2004). The subjects in this study consisted of three teachers who worked in the Srawung Bocah Bantul inclusive PAUD and has three significant other people, two significant other people who have status as colleagues and one significant other who has status as a school principal. The subject taking technique uses purposive sampling, which is based on certain criteria that have been determined by the researcher. Data collection techniques were carried out by interviews, observation, and documentation. The results of this study indicate that the three subjects have work engagement with different aspects. In the first subject, the aspect that appears is the aspect of vigor (spirit). In the second subject, the work engagement shown is seen in the appreciation aspect, In the third subject, work engagement was shown in the aspect of dedication.*

**Keywords:** *Inclusive PAUD. Teacher, Work engagement*