

PENGARUH SELF-MANAGEMENT TERHADAP WORK ENGAGEMENT PADA KARYAWAN TVRI YOGYAKARTA

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ABSTRAK

Penelitian ini dilakukan karena kurangnya informasi terkait pengaruh self-management terhadap work engagement. Televisi Republik Indonesia (TVRI) merupakan perusahaan televisi publik berskala nasional di Indonesia dan perusahaan jaringan televisi pertama di Indonesia. Penelitian ini menggunakan teori self-management oleh Manz & Sims (1980) dan work engagement oleh Schaufeli & Bakker (2002). Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh self-management terhadap work engagement pada karyawan TVRI Yogyakarta. Subjek penelitian ini berjumlah 60 karyawan TVRI Yogyakarta. Metode penelitian yang digunakan adalah metode kuantitatif. Teknik pengumpulan data menggunakan kuesioner dengan skala self-management dan skala work engagement. Teknik analisis data yang digunakan adalah analisis data regresi linear sederhana dengan menggunakan bantuan software IBM SPSS (Statistical Package for the Social Sciences) 25 for windows. Hasil penelitian menunjukkan bahwa 15% subjek penelitian memiliki self-management rendah, 66,7% subjek penelitian memiliki self-management sedang, dan 18,3% subjek penelitian memiliki self-management tinggi. Hasil penelitian diketahui bahwa hipotesis work engagement diterima (H_a) yaitu terdapat pengaruh self-management terhadap work engagement sebesar 19,7% pada karyawan TVRI Yogyakarta dengan nilai signifikansi sebesar 0,000 ($p < 0,05$).

Kata Kunci: Karyawan, Self-Management, Work Engagement

THE INFLUENCE OF SELF-MANAGEMENT ON WORK ENGAGEMENT IN TVRI YOGYAKARTA EMPLOYEES

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ABSTRACT

The study was carried out to address the dearth of information on the impact of self-management on work engagement. Television Republik Indonesia (TVRI) is a national public television company in Indonesia and the first of its kind in the country. The study utilized the self-management theory developed by Manz and Sims (1980) and the work engagement theory by Schaufeli & Bakker (2002). The primary objective of this research was to investigate the potential influence of self-management on work engagement among employees at TVRI Yogyakarta. The study involved a total of 60 TVRI Yogyakarta employees as participants. A quantitative research approach was employed, and data was collected through a questionnaire containing self-management and work engagement scales. Data analysis was conducted using simple linear regression analysis with the IBM SPSS 25 software for Windows. The study's findings revealed that 15% of the participants exhibited low self-management, 66.7% demonstrated moderate self-management, and 18.3% displayed high self-management. Moreover, the results indicated that the work engagement hypothesis (H_a) was supported, indicating a 19.7% influence of self-management on work engagement among TVRI Yogyakarta employees, with a significance level of 0.000 ($p < 0.05$).

Keywords: Employees, Self-Management, Work Engagement