

## ABSTRAK

**Finsa Permatasari, 111411131059, Hubungan antara *Job Insecurity* (Ketidakamanan Kerja) dengan *Work Engagement* (Keterikatan Kerja) pada Guru Honorer SMA Negeri Di Surabaya, Skripsi, Fakultas Psikologi Universitas Airlangga, 2018.**

**xxi + 81 Halaman + 52 Lampiran**

*Penelitian ini bertujuan untuk mencari hubungan antara job insecurity dengan work engagement pada guru honorer SMA Negeri di Surabaya pasca perubahan kebijakan pengelolaan SMA yang dilakukan pemerintahan Provinsi Jawa Timur. Greenhalgh dan Rosenblatt (1984) menjelaskan job insecurity sebagai persepsi ketidakberdayaan individu untuk melanjutkan pekerjaannya dalam sebuah situasi pekerjaan yang mengancam dirinya. Sedangkan work engagement adalah keadaan mental positif dimana kondisi pikiran seseorang ketika bekerja ditandai oleh penuhnya vigor, dedikasi dan absorption (Schaufeli, Bakker dan Salanova, 2006).*

*Penelitian dilakukan pada 52 guru honorer SMA Negeri Surabaya yang tersebar di lima wilayah bagian Surabaya dengan teknik cluster sampling. Alat ukur yang digunakan pada penelitian berupa kuesioner UWES-17 yang disusun oleh Schaufeli dan Bakker (2006) yang terdiri atas tujuh aitem yang mencakup dimensi vigor, dedication dan absorption serta skala job insecurity yang dibuat berdasarkan indikator job insecurity milik Greenhalgh dan Rosenblatt (1984) dimana terdiri atas 51 aitem yang mencakup dimensi severity of threat dan powerlessness. Analisis data menggunakan teknik analisis korelasional yang dibantu oleh SPSS IBM 20.*

*Hasilnya ditemukan adanya korelasi negatif antara job insecurity dengan work engagement sebesar 0,579. Artinya semakin tinggi job insecurity maka semakin rendah work engagement yang dimiliki. Sebaliknya, semakin rendah job insecurity yang dimiliki maka semakin tinggi work engagement pada guru honorer.*

**Kata Kunci:** *work engagement, job insecurity, guru honorer, guru honorer SMA Negeri*

Daftar Pustaka: 36 (1984 2018)

**ABSTRACT**

**Finsa Permatasari, 111411131059, Relationship between Job Insecurity and Work Engagement among Senior High School Honorary Teachers in Surabaya, Undergraduated Thesis, Faculty of Psychology Airlangga University, Surabaya, 2018.**

**xxi + 81 Pages + 52 Appendixes**

*This study aims to find the relationship between job insecurity with work engagement at high school honorary teacher in Surabaya after the change of policy of high school management conducted by the East Java provincial government. Greenhalgh and Rosenblatt (1984) describe job insecurity as a perception of the individual's helplessness to continue his work in a self-threatening job situation. While work engagement is a positive mental state where one's mind condition when working is characterized by full vigor, dedication and absorption (Schaufeli, Bakker and Salanova, 2006).*

*The study was conducted on 52 honorary teachers of SMA Negeri in Surabaya spread in five areas of Surabaya with cluster sampling technique. The measuring tool used in the research was a questionnaire of UWES-17 assembled by Schaufeli and Bakker (2006) consisting of seven items covering vigor dimensions, dedication and absorption and job insecurity scales based on job insecurity indicators of Greenhalgh and Rosenblatt (1984) which consists of 51 items that include dimensions of severity of threat and powerlessness. Data analysis using correlational analysis techniques assisted by SPSS IBM 20.*

*The result found a negative correlation between job insecurity with work engagement of 0.579. This means that the higher the job insecurity the lower the work engagement that honorary teacher has. Conversely, the lower the job insecurity that is owned the higher the work engagement on the honorary teacher.*

**Keywords:** *work engagement, job insecurity, honorary teacher, public high school honorary teacher*

References: 36 (1984 2018)