

ABSTRAK

**Linda Rahmadhani Febrian, 111411131016, Hubungan antara Workplace Incivility dengan Work Engagement pada Perawat, Skripsi, Fakultas Psikologi Universitas Airlangga, 2018.
xviii + 87 Halaman, 42 Lampiran.**

Penelitian ini bertujuan untuk mengetahui hubungan antara workplace incivility dengan work engagement pada perawat. Workplace incivility didefinisikan sebagai perilaku menyimpang dengan intensitas rendah yang ambigu untuk membahayakan target, sekaligus melanggar norma-norma di tempat kerja dalam menghormati orang lain (Andersson & Pearson, 1999). Schaufeli, Salanova, Gonzalez-Roma, & Bakker (2002), mendefinisikan work engagement sebagai perasaan positif, mengisi dan berhubungan dengan pekerjaan, serta dicirikan vigor (semangat), dedication (dedikasi), dan absorpsi (absorpsi).

Penelitian ini dilakukan terhadap perawat yang memiliki masa kerja minimal 1 tahun, dengan jumlah subjek 101 orang, menggunakan non-probability sampling dengan teknik purposive sampling. Alat ukur yang digunakan berupa kuesioner, untuk variabel workplace incivility menggunakan Indonesia Incivility Behavior Scale (IIBS) oleh Handoyo, dkk., (2016) dan variabel work engagement menggunakan Utrecht Work Engagement Scale-17 (UWES-17) oleh Schaufeli, dkk., (2002). Analisis data penelitian menggunakan teknik statistik korelasi Product Moment Pearson melalui program SPSS IBM 20.0 for Windows.

Hasil analisis data penelitian memaparkan bahwa workplace incivility dan work engagement tidak memiliki hubungan yang signifikan ($r = 0,166$; $p = 0,96$; $p > 0,05$). Ditemukan hubungan signifikan antar dimensinya yaitu workplace incivility dengan dimensi work engagement absorption; dimensi workplace incivility pelanggaran privasi dengan work engagement; dimensi workplace incivility pelanggaran privasi dengan dimensi work engagement dedication; dimensi workplace incivility workplace incivility turut campur urusan orang lain dengan dimensi work engagement absorption.

Kata Kunci: *work engagement, workplace incivility*
Daftar Pustaka, (45).

ABSTRACT

Linda Rahmadhani Febrian, 111411131016, The Correlation between Workplace Incivility and Work Engagement among Nurses, Undergraduate Thesis, Faculty of Psychology Airlangga University, 2018. xviii + 87 Pages, 42 Appendixes.

The purpose of this study is to determine the relationship between workplace incivility and work engagement among nurses. Workplace incivility defined as a kind of deviant behaviour with low intensity and ambiguous to harm the target, and also break the workplace norms to respect others (Andersson & Pearson, 1999). Schaufeli, Salanova, Gonzalez-Roma & Bakker (2002) define work engagement as positive feeling, fulfilling to the work, and also characterized by vigor, dedication and absorption.

This research was conducted on nurses who have at least 1 years of service, with the number of subjects 101 people, using non-probability sampling with purposive sampling technique. Measuring tools used in this research is questionnaires, for workplace incivility variable, it used Indonesia Incivility Behaviour Scale (IIBS) by Handoyo et. al (2016) and for work engagement variable, it used Utrecht Work Engagement Scale-17 (UWES-17) by Schaufeli et. al (2002). The data analysis used technique of statistikc correlation of Product Moment Pearson through IBM SPSS 20.0 for Windows program.

The results of data analysis show the workplace incivility and work engagement have no significant relationship ($r = 0,166$; $p = 0,96$; $p > 0,05$). Another result founded are significant relationship between workplace incivility and work engagement absorption dimension; workplace incivility privacy invasion dimension and work engagement; workplace incivility privacy invasion dimension with work engagement dedication dimension; workplace incivility interfere with other people's business dimension with work engagement absorption dimension.

Keywords: *work engagement, workplace incivility*
References, (45).