

ABSTRAK

Fermansyah Bagus Yudha Pratama, 111511133061, Pengaruh *Organizational Constraints* dan Kepribadian Terhadap *Work Engagement* Pada Relawan, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2019.

xviii + 96 halaman + 35 lampiran

Penelitian ini bertujuan untuk mengetahui adanya pengaruh antara *organizational constraints* dan kepribadian terhadap *work engagement* pada relawan. Penelitian mengenai *work engagement* pada konteks pekerjaan tidak dibayar seperti relawan masih terbatas (Vecina M. , Chacon, Sueiro, & Barron, 2012). Adanya *turnover* yang terjadi pada relawan di organisasi non-profit mengindikasikan rendahnya *work engagement* pada relawan (Scherer, Allen, & Harp, 2015). Metode yang digunakan dalam penelitian ini yaitu kuantitatif dengan jumlah subjek 141 relawan. Alat ukur yang digunakan dalam penelitian ini yaitu *Organizational Constraints Scale* (OCS) (Liu, Nauta, Li, & Fan, 2010), *Big Five Inventory* (BFI) versi Indonesia (Ramdhani, 2012), dan *Utrecht Work Engagement Scale* (UWES) versi relawan (Vecina M. , Chacon, Sueiro, & Barron, 2012). Analisa data dilakukan dengan menggunakan uji regresi berganda dalam *IBM SPSS 22 for Windows*. Hasil penelitian ini menunjukkan *organizational constraints* dan kepribadian berpengaruh terhadap *work engagement* relawan. Sementara dimensi yang berpengaruh terhadap *work engagement* relawan yaitu dimensi *interpersonal constraints* dan *agreeableness*.

Kata Kunci: *big five personality*, kepribadian, *organizational constraints*, relawan, *work engagement*.

Daftar Pustaka, 85, (1980-2019)

ABSTRACT

Fermansyah Bagus Yudha Pratama, 111511133061, *The Effect of Organizational Constraints and Personality on Work Engagement among Volunteer*, Thesis, Faculty of Psychology Universitas Airlangga, 2019

xviii + 96 pages +35 appendix

This research aims to test the effect of organizational constraints on volunteer work engagement. Research on work engagement in the unpaid work context such as volunteers is still limited (Vecina M. , Chacon, Sueiro, & Barron, 2012). Turnover that occurs in volunteers in non-profit organizations indicates a low work engagement on volunteers (Scherer, Allen, & Harp, 2015). The method used in this study is quantitative with 141 volunteers as subjects. The measuring instrument used in this study was the Organizational Constraints Scale (OCS) (Liu, Nauta, Li, & Fan, 2010), Big Five Inventory (BFI) Indonesian version (Ramdhani, 2012), and Utrecht Work Engagement Scale (UWES) volunteers version (Vecina M. , Chacon, Sueiro, & Barron, 2012). Data analysis using multiple regression tests in IBM SPSS 22 for Windows. The result of this study show organizational constraints and personality influence volunteer work engagement. While the dimensions that influence volunteer work engagement are interpersonal constraints and agreeableness.

Key Word: *big five personality, organizational constraints, personality, volunteer, work engagement.*

References, 85, (1980-2019)