

HUBUNGAN ANTARA *JOB DEMANDS* DENGAN *WORK ENGAGEMENT* PADA PENYIDIK POLISI POLDA NTT

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job demands* dengan *work engagement* pada penyidik polisi. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan negatif antara *job demands* dan *work engagement* pada penyidik polisi. Penelitian ini termasuk dalam penelitian kuantitatif korelasional dengan menggunakan *convenience sampling* sebagai teknik pengambilan sampel. Subjek dalam penelitian ini adalah 105 penyidik polisi dengan minimal satu tahun masa kerja. Penelitian ini menggunakan skala *Questionnaire for the Experience and Evaluation of Work* (QEEW) dan skala *Utretch Work Engagement Scale* (UWES). Skala QEEW memiliki 14 item dengan koefisien reliabilitas 0.890. Skala UWES memiliki 14 item dengan koefisien reliabilitas 0.902. Teknik analisis data yang digunakan dalam penelitian ini adalah uji korelasi *Spearman's rho*, hal tersebut disebabkan karena sebaran data kedua variabel bersifat tidak normal. Hasil penelitian ini menunjukkan nilai korelasi $r = 0.338$ dan nilai signifikansi $p = 0.00$. Hasil ini menunjukkan bahwa terdapat hubungan positif, lemah, dan signifikan antara *job demands* dengan *work engagement* pada penyidik polisi. Artinya, semakin tinggi *job demands* maka *work engagement* penyidik polisi akan semakin tinggi. Sebaliknya, semakin rendah *job demands* maka *work engagement* penyidik polisi akan semakin rendah.

Kata kunci : *job demands*, *work engagement*, penyidik polisi

THE CORRELATION BETWEEN JOB DEMANDS WITH WORK ENGAGEMENT OF POLICE INVESTIGATOR IN POLDA NTT

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ABSTRACT

This research was conducted to find the correlation between job demands and work engagement of police investigator. The hypothesis in this research was that there was a negative correlation between job demands with work engagement of police investigator. This research was a quantitative-correlation study and used convenience sampling as a technique to determine the sample. The subject of this research was 105 police investigators who have worked for more than a year. The instruments that used in this research were Questionnaire for the Experience and Evaluation of Work (QEEW) and Utrecht Work Engagement Scale (UWES). The job demands scale has 14 items with 0.890 reliability coefficient and the work engagement scale has 14 items with 0.902 reliability coefficient. The data analysis technique that used in this research was Spearman's rho correlation test due to abnormal data distribution of the two variables. The result of this research were $r = 0.338$ correlation value and $p = 0.00$ significance value. This result showed that there was a low, positive, and significant correlation between job demands and work engagement of police investigators. This meant the higher the score of job demands the higher work engagement of police investigator. The contrary, the lower the score of job demands the lower work engagement of police investigator.

Key words: job demands, work engagement, police investigator

