

ABSTRAK

Puskesmas merupakan sarana kesehatan bagi masyarakat sehingga dibutuhkan work engagement bagi pegawai agar tetap bekerja dengan penuh semangat dan dedikasi ketika dihadapkan permasalahan yang terjadi di tempat kerja karena bekerja dibidang pelayanan merupakan tantangan untuk menghadapi berbagai macam karakter individu. Banyak faktor yang dapat mempengaruhi work engagement, salah satunya adalah kepuasan kerja. Pegawai yang puas terhadap pekerjaan akan merasa dihargai dan mempunyai kesejahteraan yang membuatnya akan melakukan engaged sebagai upaya timbal balik atas apa yang diberikan puskesmas kepadanya. Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dengan work engagement pada pegawai puskesmas X. Subjek penelitian adalah pegawai puskesmas X yang telah bekerja minimal 2 tahun sebanyak 42 subjek. Data dalam penelitian ini dikumpulkan menggunakan Skala Kepuasan Kerja dan Skala Work Engagement. Data dianalisis menggunakan korelasi product moment. Berdasarkan hasil analisis, diperoleh nilai koefisien korelasi (r_{xy}) = 0,404 ($p < 0,050$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara kepuasan kerja dengan work engagement.

Kata kunci : work engagement, kepuasan kerja, puskesmas

ABSTRACT

Community health centers are health facilities for the community, so work engagement is needed for employees to continue working with enthusiasm and dedication when faced with problems that occur in the workplace because working in the service sector is a challenge to deal with various individual characteristics. Many factors can influence work engagement, one of which is job satisfaction. Employees who are satisfied with their work will feel appreciated and have prosperity which will make them engage as a reciprocal effort for what the health center gives them. This study aims to determine the relationship between job satisfaction and work engagement among employees at Community Health Center X. The research subjects were employees at Community Health Center The data in this study was collected using the Job Satisfaction Scale and Work Engagement Scale. Data were analyzed using product moment correlation. Based on the results of the analysis, the correlation coefficient (r_{xy}) = 0.404 ($p < 0.050$) was obtained. These results indicate that there is a significant positive relationship between job satisfaction and work engagement.

Key words: *work engagement, job satisfaction, health center*