

## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *work-family enrichment* dengan *work engagement* pada karyawan yang sudah menikah. Hipotesis yang diajukan adalah ada hubungan positif antara *work-family enrichment* dengan *work engagement* pada karyawan Wisma Bahasa Yogyakarta yang sudah menikah. Subjek dalam penelitian ini berjumlah 39 orang yang memiliki karakteristik karyawan yang sudah menikah. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Work-family Enrichment* dan Skala *Work Engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,652 dengan  $p = 0,000$  ( $p < 0,05$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *work-family enrichment* dengan *work engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0,425 variabel *work-family enrichment* menunjukkan kontribusi 42,5% terhadap *work engagement* dan sisanya 57,5% dipengaruhi oleh faktor lain yaitu faktor *personal resources* dan *job resources* lainnya.

**Kata kunci:** *work engagement, work-family enrichment.*

## **Abstract**

This research aims to determine the relationship between work-family enrichment and work engagement on married employees. The hypothesis proposed is that there is a positive relationship between work-family enrichment and work engagement on employees of Wisma Wisma Yogyakarta who are married. The subjects in this study were 39 people who had characteristics of married employees. How to take the subject using the purposive sampling method. Retrieval of this research data using Work-family Enrichment Scale and Work Engagement Scale. The data analysis technique used is product moment correlation from Karl Pearson. Based on the results of data analysis obtained the correlation coefficient (R) of 0.652 with  $p = 0,000$  ( $p < 0.05$ ). These results show that there is a significant positive relationship between work-family enrichment and work engagement. The acceptance of the hypothesis in this study shows that the coefficient of determination ( $R^2$ ) of 0.425 work-family enrichment variables contributed 42.5% to work engagement and the remaining 57.5% was influenced by other factors, namely personal resources factors and other job resources.

**Keywords:** *work engagement, work-family enrichment.*