HUBUNGAN ANTARA *CAREER ADAPTABILITY* DENGAN *WORK ENGAGEMENT* PADA *DRIVER* GOJEK DI YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan *career adaptability* dengan *work engagement* pada *driver* Gojek di Yogyakarta. Hipotesis yang diajukan adalah ada hubungan positif antara *career adaptability* dengan *work engagement* pada *driver* Gojek di Yogyakarta. Subjek dalam penelitian ini berjumlah 74 orang yang memiliki karakteristik *driver* Gojek di Yogyakarta, yang telah bekerja minimal selama satu tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Career Adaptability* 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 0,737 dengan p = 0,000 (p < 0,05). Hasil tersebut menunjukan bahwa terdapat hubungan positif yang signifikan antara *career adaptability* dengan *work engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,543 variabel *career adaptability* menunjukkan kontribusi 54,3% terhadap *work engagement* dan sisanya 45,7% dipengaruhi oleh faktor lain yaitu *personal resouces, job resources* yang meliputi sumber daya psikologis, lingkungan fisik, sosial dan organisasi, serta tuntutan pekerjaan.

Kata kunci: *work engagement*, *career adaptability*

THE RELATIONSHIP BETWEEN CAREER ADAPTABILITY AND WORK ENGAGEMENT ON GOJEK DRIVERS IN YOGYAKARTA

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Abstract

This study aims to determine the relationship of career adaptability and work engagement on Gojek drivers in Yogyakarta. The hypothesis proposed is that there is a positive relationship between career adaptability and work engagement in Gojek drivers in Yogyakarta. The subjects in this study were 74 people who had the characteristics of a Gojek driver in Yogyakarta, who had worked for at least one year. How to take the subject using purposive sampling method. The data collection in this study uses the Career Adaptability Scale and the Work Engagement Scale. The data analysis technique used is the product moment correlation from Karl Pearson. Based on the results of data analysis obtained correlation coefficient (R) of 0.737 with p = 0,000 (p <0.05). These results show that there is a significant positive relationship between career adaptability with work engagement. The acceptance of the hypothesis in this study shows the coefficient of determination (R^2) of 0.543 career adaptability variable shows a contribution of 54.3% to work engagement and the remaining 45.7% is influenced by other factors namely personal resources, job resources which include psychological, physical, social and organizational resources and job demands.

Keywords: *work engagement*, *career adaptability*