

## HUBUNGAN ANTARA KECERDASAN EMOSI DENGAN *WORK ENGAGEMENT* PADA WANITA KARIER YANG SUDAH BERKELUARGA

By: Astuti Wulandari<sup>1</sup>, Sowanya Ardi Prahara<sup>2</sup>  
Faculty of Psychology University Mercu Buana of Yogyakarta  
[astutiwulandari51@gmail.com](mailto:astutiwulandari51@gmail.com)<sup>1</sup>, [sowanya\\_hara@yahoo.com](mailto:sowanya_hara@yahoo.com)<sup>2</sup>

### Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara kecerdasan emosi dengan *work engagement* pada wanita karier yang sudah berkeluarga. Hipotesis yang diajukan adalah ada hubungan positif antara kecerdasan emosi dengan *work engagement* pada wanita karier yang sudah berkeluarga. Subjek dalam penelitian ini berjumlah 70 orang yang memiliki karakteristik wanita karier yang sudah berkeluarga, dengan minimal kerja satu tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data dalam penelitian ini menggunakan Skala Kecerdasan Emosi 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 0,479 dengan  $p = 0,230$  ( $p < 0,05$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan positif antara kecerdasan emosi dengan *work engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 23% yang berarti variabel kecerdasan emosi memberi kontribusi sebesar terhadap *work engagement* dan sisanya 77% dipengaruhi oleh faktor lain yaitu faktor *job demand*, *personal resources*, *adaptability*, *achievement orientation*, *attraction to the work*, *emotional maturity*, *positive disposition* dan *self-efficacy*.

**Kata kunci:** *work engagement*, kecerdasan emosi.

## **The Relationship Between Emotional Intelligence and Work Engagement to Career Women Who Are Already Out of Business**

By: Astuti Wulandari<sup>1</sup>, Sowanya Ardi Prahara<sup>2</sup>  
Faculty of Psychology University Mercu Buana of Yogyakarta  
[astutiwulandari51@gmail.com](mailto:astutiwulandari51@gmail.com)<sup>1</sup>, [sowanya\\_hara@yahoo.com](mailto:sowanya_hara@yahoo.com)<sup>2</sup>

### **Abstract**

The research aims to determine the relationship between emotional intelligence and work engagement to career women who are already out of business. The hypothesis proposed is that there is a positive relationship between emotional intelligence and work engagement to career women who are already out of business. The subject in this study were 70 people who had characteristic of career women who are already out of business, and minimal had a work 1 year. How to take the subject using the purposive sampling method. Retrieval of this research data using emotional intelligence scale and work engagement scale. The data analysis technique used is product moment correlation from Kral Pearson. Based on the results of data analysis obtained the correlation coefficient (R) of 0,479 with  $p = 0,230$  ( $p < 0,05$ ). These results show that there is a significant positive relationship between emotional intelligence and work engagement to career women who are already out of business. The acceptance of the hypothesis in this study shows that the coefficient of determination ( $R^2$ ) of 0,230 emotional intelligence variables contributed 23% to work engagement and the remaining 77% was influenced by other factors namely job demand, personal resources, adaptability, achievement orientation, attraction to the work, emotional maturity, positive disposition and self-efficacy.  
keywords : emotional intelligence, work engagement