

Abstrak

Penelitian ini bertujuan untuk mengetahui efektivitas dari pelatihan kepemimpinan diri untuk meningkatkan *work engagement* pada staf unit manajerial pada PT. XYZ di Yogyakarta. Penelitian ini menggunakan model *non-equivalent control group design* dengan membagi sampel dalam dua kelompok, yaitu kelompok kontrol dan kelompok eksperimen. Subyek dalam penelitian berjumlah 20 orang dengan karakteristik sebagai berikut; terdaftar sebagai staf unit manajerial di PT. XYZ, memiliki masa kerja minimal satu tahun, belum pernah mengikuti pelatihan kepemimpinan diri, dan memiliki kategori skala *work engagement* sangat rendah sampai sedang. Desain eksperimen pada pelatihan ini adalah *quasi-experimental design*. Modul pelatihan disusun berdasarkan konsep dari Neck & Houghton (2006) melalui 3 aspek, yaitu strategi perilaku terfokus, perilaku pola konstruktif, dan strategi penghargaan alamiah. Skala *work engagement* menggunakan *Utrecht Work Engagement Scale (UWES)* dari Schaufeli & Bakker (2003) yang dimodifikasi berjumlah 24 aitem yang terdiri dari aspek semangat, dedikasi dan penyerapan dalam pekerjaan, masing-masing aspek berjumlah 8 aitem. Hasil penelitian menunjukkan bahwa pelatihan kepemimpinan diri berpengaruh terhadap *work engagement* pada staf unit manajerial ($t = -2,596$ dan $p = 0,029$). Subyek yang masuk dalam kelompok eksperimen memiliki peningkatan kategori skala *work engagement*. Hasil penelitian juga memperlihatkan bahwa ada perbedaan yang signifikan antara kelompok eksperimen dan kelompok kontrol sesudah pelatihan kepemimpinan diri ($t = 2,645$ dan $p = 0,016$).

Kata Kunci : Pelatihan kepemimpinan diri, *work engagement*, staf unit manajerial

Abstract

This research aimed to investigate the effectiveness of self-leadership training to improve work engagement of managerial unit staff at PT. XYZ in Yogyakarta. This research used non-equivalent control group design by dividing the sample into two groups, namely the control group and the experimental group. The subjects in this study were 20 people with characteristics as follows; listed as managerial unit staff at PT. XYZ, had a minimum work period of one year, had never attended self-leadership training, and had a very low to moderate work engagement scale category. The experimental design in this study was quasi-experimental design. The training module was made based on the concept of Neck & Houghton (2006) through 3 aspects, namely focused behavioural strategies, constructive pattern behaviour, and natural reward strategies. The work engagement scale used the Utrecht Work Engagement Scale (UWES) from Schaufeli & Bakker (2003) which was modified into 24 items consisting of aspects of enthusiasm, dedication and absorption in work, each of which consisted of 8 items. The results showed that self-leadership training had an effect on work engagement of managerial unit staff ($t = -2.596$ and $p = 0.029$). The subjects of the experimental group who participated in self-leadership training had an increase in the work engagement scale category. The results also showed that there were significant differences between the work engagement of experimental group and control group after self-leadership training ($t = 2.645$ and $p = 0.016$).

Keywords: Self-leadership training, work engagement, managerial unit staff