

## ABSTRAK

Penelitian ini bertujuan untuk mengkaji hubungan antara flow at work dengan kebahagiaan kerja pada personel Direktorat Samapta Polda X. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara flow at work dan kebahagiaan kerja. Subjek penelitian berjumlah 161 personel Direktorat Samapta Polda X yang berusia 18–30 tahun. Pengumpulan data dilakukan menggunakan skala flow at work yang disusun berdasarkan aspek-aspek flow menurut Csikszentmihalyi (1990) serta skala kebahagiaan kerja yang mengacu pada model Fisher (2010) dan telah diadaptasi oleh Fitriana dkk. (2022). Kedua alat ukur tersebut telah memenuhi persyaratan validitas dan reliabilitas. Analisis data dilakukan dengan menggunakan teknik korelasi Product Moment Pearson. Hasil penelitian menunjukkan adanya hubungan positif dan signifikan antara flow at work dan kebahagiaan kerja pada personel Direktorat Samapta Polda X ( $r = 0,262$ ;  $p < 0,001$ ). Temuan ini mengindikasikan bahwa semakin tinggi tingkat flow at work yang dialami personel, maka semakin tinggi pula kebahagiaan kerja yang dirasakan. Penelitian ini diharapkan dapat memberikan kontribusi bagi institusi kepolisian, khususnya Direktorat Samapta, dalam merancang strategi pengelolaan kerja yang mendukung keterlibatan kerja, kesejahteraan psikologis, serta kebahagiaan kerja personel.

Kata kunci: *flow at work*, kebahagiaan kerja, personel kepolisian

## ABSTRACT

*This study aimed to examine the relationship between flow at work and work happiness among personnel of the Samapta Directorate of the Special Region of Yogyakarta Regional Police (Polda X). The proposed hypothesis was that flow at work is positively associated with work happiness. The participants consisted of 161 Samapta Directorate personnel aged 18–30 years. Data were collected using a Flow at Work Scale based on the flow aspects proposed by Csikszentmihalyi (1990) and a Work Happiness Scale developed from Fisher's (2010) model and adapted by Fitriana et al. (2022). Both instruments demonstrated satisfactory validity and reliability. Data analysis was conducted using the Pearson Product Moment correlation technique. The results indicated a positive and statistically significant relationship between flow at work and work happiness ( $r = 0.262$ ;  $p < 0.001$ ). These findings suggest that higher levels of flow experienced by police personnel are associated with higher levels of work happiness. This study contributes to the understanding of positive psychological factors in law enforcement settings and provides practical implications for police institutions, particularly the Samapta Directorate, in developing work management strategies that enhance work engagement, psychological well-being, and overall work happiness among personnel.*

Keywords: *flow at work*, *work happiness*, *police personnel*