

OVERVIEW OF WORK ENGAGEMENT FOR PRIMARY SCHOOL TEACHERS WITH PNS STATUS

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ABSTRACT

Teachers with civil servant status are permanent teachers who are paid by the government, who are given the task to carry out the activities in school. As a teacher are required to be fully involved in each task, have a high enthusiasm, and are dedicated to their work. In other words, they have work engagement so their students have good achievements. The purpose of this study is to study the high and low picture, dominant dimensions, and summaries based on data supporting the work of elementary school teachers with civil servant status. The sample of this research is descriptive quantitative with non-probability sampling technique which type is purposive sampling. The number of samples of this study were 100 elementary school teachers with civil servant status. This study uses the Utrecht Work Engagement Scale (UWES) based on work engagement theory proposed by Schaufeli, et al. 2006 in accordance with the research subject, with valid items used 45 with a reliability efficiency (α) of 0.978. The results show that the level of involvement of primary school teachers with more PNS status is low. The work involvement in this research is the dimension of absorption with a frequency of 44 (44%). In addition, the results of crosstabulation of early adulthood, male and female sex, last S1 education and length of work 1-15 years are known to have low work engagement.

Keywords: Work Engagement, Elementary School Teachers, Civil Servant Teachers.