

THE RELATIONSHIP OF SELF-EFFICACY WITH WORK ENGAGEMENT IN DIY POLICE MEMBERS

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ABSTRACT

This research aims to determine the relationship between self-efficacy and work engagement among police officers from the Yogyakarta Special Region Regional Police. The subjects of this research were members of the DIY Regional Police. The number of research subjects was 278 police officers who had worked for at least 1 year and were still active police officers. The research method used is a quantitative method with scale as a data collection tool. The scales used in this research are the Utrecht Work Engagement Scale (UWES) and the self-efficacy scale. The data analysis used was the Spearman (Rho) analysis technique with the help of Statistical Product and Service Solution (SPSS) version 16.0 for Windows. Based on the results of research data analysis, it can be concluded that there is a very significant positive relationship between self-efficacy and work engagement. This means that the higher the self-efficacy, the higher the work engagement. Vice versa, the lower the self-efficacy, the lower the member's work engagement. The relationship between self-efficacy and work engagement is stated to be positive, this can be seen from the Spearman correlation coefficient (Rho) $r_s = 0.635$ which is positive, with a value of $0=0.000$ ($p < 0.05$). Self-efficacy makes an effective contribution of 40% to work engagement. While the rest is contributed by factors from variables outside of self-efficacy.

Keywords: Self-Efficacy, Work Engagement, Police.