

**PERAN KETERIKATAN KERJA SEBAGAI MEDIATOR DALAM
HUBUNGAN ANTARA *MEANINGFUL WORK* DENGAN
ADAPTIVE PERFORMANCE PADA GURU**

Yosinta Ayuwandani, A.J.Tjahjoanggoro, Marselius Sampe Tondok

Magister Psikologi Sains, Fakultas Psikologi, Universitas Surabaya

ABSTRAK

Seiring dengan perubahan yang cepat dan masif yang berdampak terhadap pendidikan, *Adaptive Performance* menjadi faktor psikologis yang penting bagi guru dalam beradaptasi dengan perubahan dinamis dalam kurikulum, teknologi, dan kebutuhan siswa untuk memberikan pengajaran yang efektif dan relevan. Penelitian ini bertujuan menguji peran *Work Engagement* sebagai mediator hubungan antara *Meaningful Work* dengan *adaptive performance* pada guru. Partisipan penelitian ini adalah 105 guru KB hingga SMA pada salah satu yayasan sekolah Muslim di Sidoarjo. Data dikumpulkan menggunakan kuesioner untuk mengukur ketiga variabel penelitian. Penelitian ini menggunakan alat ukur *Adaptive Performance* mengacu pada indikator (pulakos, 2000) berjumlah 19 item. Alat ukur *Meaningful Work* (WAMI) berjumlah 10 item, dan *Work Engagement* (UWES-17) berjumlah 17 item. Hipotesis penelitian dianalisis dengan uji path analysis dengan Program JASP. Hasil penelitian ini menunjukkan bahwa *Work Engagement* berperan sebagai mediator parsial hubungan antara *Meaningful Work* dengan *Adaptive Performance* pada guru ($\beta = 0,62$; $p < 0,001$). Meskipun demikian, hubungan *Meaningful Work* dengan *Adaptive Performance* lebih besar jika melalui *Work engagement*. Penelitian ini mengimplikasikan pentingnya *Work Engagement* sebagai faktor personal dan motivasional dalam meningkatkan *Adaptive Performance* pada guru.

Kata kunci: kinerja adaptif, guru, kebermaknaan kerja, keterikatan kerja.

**THE ROLE OF WORK ENGAGEMENT AS AN MEDIATOR THE
RELATIONSHIP BETWEEN MEANINGFUL WORK AND ADAPTIVE
PERFORMANCE IN TEACHERS**

Yosinta Ayuwandani, A.J.Tjahjoanggoro, Marselius Sampe Tondok

Magister Psikologi Sains, Fakultas Psikologi, Universitas Surabaya

ABSTRACT

Along with the rapid and massive changes that impact education, Adaptive Performance becomes an important psychological factor for teachers in adapting to dynamic changes in curriculum, technology, and student needs to provide effective and relevant teaching. This research aims to examine the role of Work Engagement as a mediator of the relationship between Meaningful Work and adaptive performance in teachers. The participants in this research were 105 family planning and high school teachers at one of the Muslim school foundations in Sidoarjo. Data was collected using a questionnaire to measure the three research variables. This research uses an Adaptive Performance measuring instrument referring to indicators (Pulakos, 2000) totaling 19 items. The Meaningful Work (WAMI) measuring instrument has 10 items, and Work Engagement (UWES-17) has 17 items. The research hypothesis was analyzed using path analysis with the JASP Program. The results of this research indicate that Work Engagement acts as a partial mediator of the relationship between Meaningful Work and Adaptive Performance in teachers ($\beta = 0.62$; $p < 0.001$). However, the relationship between Meaningful Work and Adaptive Performance is greater through work engagement. This research implies the importance of Work Engagement as a personal and motivational factor in increasing Adaptive Performance in teachers.

Keywords : Adaptive Performance, Teachers, Meaningful Work, Work Engagement