

HUBUNGAN ANTARA IKLIM ORGANISASI DAN WORK ENGAGEMENT PADA POLISI

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ABSTRACT

The aim of this study is to examine the relationship between organizational climate and work engagement. Data were gathered through questionnaire from a sample of policeman ($n = 102$) who work in Kepolisian Sektor Pakem and Kepolisian Sektor Depok Timur located in Yogyakarta. The data were collected by using Utrecht Work Engagement Scale by Schaufeli and Baker, for work engagement and Organizational Climate Scale by Litwin and Stringer, for organizational climate scale. The outcome of data analysis in this research showed that there is a positive and significant relationship between organizational climate and work engagement ($r = 0.721$ and $p = 0000$ ($p < 0.01$)). Organizational climate explained 52% of the variance of work engagement. This mean that organizational climate and work engagement have a great connection in an individual work.

Keywords: *Organization Climate, Work Engagement*