ABSTRACT

Asfiyah, Eka Yulia. 2014. The Relationship Between Resilience and Work Engagement On Teacher In Special Schools (SLB) Putra Jaya Malang. Thesis.

Keywords : *Work Engagement,* Resiliensi

Teachers at special school (SLB) is one component of education that directly affect the success rate of children with special needs in taking development. Some of the problems that arise in a special school teacher workload is high, wages are not balanced with the job demands and working conditions. These problems will affect one's work engagement in teachers in special school. Teacher is one job that need a high work engagement. To deal with the issue of a teacher in special schools are expected to have the ability to adapt to difficult conditions concerning children with special needs. It is called resilience is one of the factors that affect work engagement. Resilience including private sources of work engagement be a positive support for each individual in the evaluation of its ability to control and influence the success in the work environment.

This study aims to (1) determine the level of resilience in Putra Jaya teachers in special schools, (2) determine the level of work engagement in teachers in special schools Putra Jaya, (3) determine the relationship between resilience and work engagement with the Putra Jaya Teachers in special schools.

This study uses a quantitative correlation approach, in this study the number of subjects is too little, that using the total sample or population studies that 24 persons subject teachers in special schools Putra Jaya Malang. The data was collected using a questionnaire consisting resilience questionnaire totaled 24 items with reliability $\alpha = 0.958$ and work engagement questionnaire totaled 17 items with reliability of $\alpha = 0.905$. The analysis technique used is to classify into three categories; high, medium; low and using simple linear regression analysis.

Based on the results of this study concluded: (1) the level of resilience of teachers at the high category with a percentage of 95%, (2) the level of work engagement of teachers at the high category with a percentage of 86%, (3) the value of F = 40.021 and F table = 4, 38 then the F count> F (40.021> 4.38) with significant p = 0.000. This result means that the hypothesis that the relationship between resilience with work engagement is accepted. The magnitude of the relationship between the variables correlated with resilience if the variable work engagement will generate the correlation value of R = 0.823. For details resilience has effective contribution to work engagement of 67.8%.