

Study of Character Strength and Employee Engagement for Educators with Amal Usaha Muhammadiyah Background in Jember

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Abstract: Educators who have character strength in carrying out their performance are expected to bring up employee engagement behaviour in carrying out the duties and roles of educators who are enthusiastic and self-involved in carrying out their work duties as educators who are focused and responsible. This study aims to examine the character strengths of educators' employee engagement at Muhammadiyah charities in Jember Regency. This study uses a quantitative approach to the ex post facto model, data collection techniques use character strength and employee engagement measurement tools. The results of the character strength research have a very significant effect on employee engagement with a regression test value of Sig. 0.000 > 0.05, thus it can be interpreted that the higher character strength will strengthen employee engagement behaviour in educators in Muhammadiyah charities with the R-Square contribution value obtained from the statistical test results of 0.876

Keywords : character strengths; employee engagement; educators

INTRODUCTION

Improving the quality of education in a balanced way is a program that synergies between human resources and an integrated system as tools for human resources. The quality human resources (educators) in educational institutions are professionals who have the task of facilitating the transition of knowledge from learning resources to students.

The challenge faced by educators in current conditions is how to prepare students to be able to compete and make a real contribution in facing global competition in the academic field, to overcome this condition the government has attempted to make strategic policies related to the education curriculum, namely the independent learning curriculum, It is hoped that from the application of the independent learning curriculum, students are better able to exploit and explore potential based on interests and talents. One of the bases for the emergence of an independent learning curriculum, the results of the Programmer for International Student Assessment (PISA) research in 2019 showed that students in Indonesia were in a low position, namely in the sixth position from the bottom [4]

The government establishes a policy for the independent learning program by setting the minimum standard of ability that must be possessed by students, which includes literacy, numeracy and positive character formation. The competencies that are expected are not only limited to reading but also the ability to analyze reading content and understand the concepts behind it, while numeracy skills are not only limited to theoretical mathematical abilities but also numerical concept skills in real life.

Educators who have emotional and intellectual involvement as educators will have an impact on educational performance and will be ready to face changes to the demands of their work. Indi-

viduals who have involvement in their work is one aspect of positive behaviour at work, when individuals have involvement, they will mobilize all their abilities which will indirectly affect their performance and tend to have readiness in dealing with changes to the demands of work. [3].

Individual attachment to work is a process and experience experienced by individuals related to the work that is carried out and in their work activities, there are psychological aspects of individuals who can accept work as part of their lives. Employee engagement is a positive feeling related to individual motivation in completing their work so that it will have a direct impact on individual role performance [2].

The behaviour of individuals who are engaged in their work seems enthusiastic, serious and focused on completing their work and has a sense of pride and has a more positive meaning in life so that this has an impact on their work results [8]. So that the engagement behaviour shown makes the individual place emotionally and focus on the work that is his responsibility to produce the best performance results that can be done.

Individuals who are involved in work are influenced by their character, one study revealed that character strengths are positively related to employees who have high involvement [9]. Strength of character is the main potential of individuals who are expected to be developed optimally so that individuals can set specific life goals by using the right strategy in achieving their goals.

Character strength possessed by each individual is different and shows a virtue that is possessed by individuals with other individuals. For example, strengths such as creativity, curiosity, open mindedness. Good character will form good behaviour and will also form good competence. Character strength is a dynamic thing, when trained not only prevents things that are not expected in life but is also important as one of the determinants of success in the span of life [7].

METHOD

This study uses quantitative research with an ex post facto approach, namely research conducted to examine events that have occurred and then trace back to find out the factors that can cause these events [11]. The population and sample of this study were educators at the Amal Usaha Muhammadiyah in Jember Regency with a total population of 143 respondents, the sampling technique used was total sampling (population sample)

RESULTS AND DISCUSSION

The results of the study reveal that there is an influence of character strength on employee engagement in educators at Amal Usaha Muhammadiyah, this can be seen from the value of $F = 543.85$ with a significance level of 0.000. The results of this study also found that the effective contribution of character strength to employee engagement was 0.876%, which shows a very large effect. This is following the opinion of Peterson & Seligman [7]. Employee engagement has a major role in ensuring organizational effectiveness and performance, which in the process involves strength, dedication, loyalty and high commitment to work and leadership [10]. Furthermore, several individual psychological conditions such as meaningfulness, the strength of character, and feelings of security are significant predictors of employee engagement.

Character strength is one of the shapers of behaviour and an important factor that influences a person in achieving personal success, besides that individuals who have character strength will be able to contribute to the workplace and the environment in which a person lives. Character strength

is an aspect of personality in which there are moral values possessed by individuals, and character strength in which there are elements of psychological mechanisms, each individual shows a virtue that differs from one individual to another so that the process of the stages of forming the behaviour of each individual are different according to the character strength that is the priority of each individual. Good character will form good behaviour and will form good competence. Character strength is dynamic when trained not only to prevent things that are not expected in life but also as one of the determinants of success throughout an individual's life span.

Yearly reveals that character strength is a tendency to act, desire and feel that involves the use of decisions and leads to a recognition of human excellence or examples of human development. Strength of character is psychological element in which there is a process so that humans have positive traits that are reflected in human thoughts, feelings and behaviour [7]; [8]

Test results Descriptive analysis in this study found that among research subjects 53% had a high character strength, while 47% had a low character strength, meaning that many educators at Amal Usaha Muhammadiyah have priority in character strengths and tend to have character strengths that have been reflected in their thoughts, feelings and behaviour. Another finding obtained from the character strength description test for educators at Amal Usaha Muhammadiyah showed that the overall results obtained were almost the same among the 24 dimensions. The average score obtained shows a higher character strength of around 47% to 55%, while the others have a lower character strength.

The description of character strength obtained by research on educators at Amal Usaha Muhammadiyah can illustrate that character strength can contribute to educators in the organization, this is strengthened by the employee engagement description test, in which overall 58% of the 79 respondents are educators in the category of high employee engagement, this shows that educators have involvement and enthusiasm in completing their work as educators in high schools, and are responsible for the work that has been mandated, namely as educators.

Based on the results of the description test based on the aspect of employee engagement, from the three aspects on average all of them are in the high category, on the Vigor aspect 56% of the 79 research subjects, this shows that educators have the will and determination to exert energy and effort in their work. and being tenacious and persistent when faced with obstacles. When associated with the strength of character, integrity and tenacity which is also high in character strength, Muhammadiyah educators in carrying out their mandate will be able to be responsible for the work of teachers having the will and determination to provide work as an educator with the best results, besides the tenacity and persistence to become a teacher. shows that every obstacle and challenge can be optimized into an opportunity so that providing teaching to students it becomes very optimal and effective.

Dedication is one aspect of employee engagement, the aspect of dedication to educators at Muhammadiyah charities is in the high category with 81% of the 79 research subjects obtained. This condition illustrates that educators have found meaning and purpose in their work, and become enthusiastic, inspired, and proud of their work. High dedication indicates that in carrying out the work, educators have found the meaning and purpose of each work carried out, in addition to showing enthusiasm in working gives the value that every work is done with heart and earnestly. This dedication aspect is supported by the strength of spiritual character. Educators who have spirituality will know the purpose and meaning of life, as well as when they decide to become educators

in Amal Usaha Muhammadiyah in addition to earning a living, but the biggest goal is to gain useful knowledge and provide personal comfort.

The absorption aspect is a condition of educators who are full attention and concentration and are serious about the work that is mandated. Of the 79 research subjects, 81% were at high absorption, this illustrates that educators are aware that the work they do as members of an organization in this case an educational institution is always full of concentration and seriousness on a job so that in carrying out their work duties in work time seems to pass so quickly and tend to find it difficult to separate themselves from work. This absorption aspect is supported by the strength of the character of integrity and hope, where in the character of integrity, educators at Muhammadiyah are very focused on the mandate that has been given to them so that in carrying out their work they are totally and wholeheartedly. This is also supported by the strength of the character of hope, which describes educators at Muhammadiyah charities as having an optimistic nature and having an orientation toward the future, so that educators at Amala Usaha Muhammadiyah have good hopes for the future.

CONCLUSION

There is an influence of character strength on employee engagement in educators who work in Muhammadiyah charities with an effective contribution of character strength in employee engagement of 0.876 (87.6%), this shows that the character strength formed is very strong on employee engagement in educators who Working in Muhammadiyah charities can come from attachments that come from Muhammadiyah values which have become the basic character within oneself.

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