

Mekanisme Makna Kerja Pada Ibu Yang Bekerja Di Rumah Sakit Gigi Dan Mulut Universitas Jember

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INTISARI

Makna kerja adalah pemaknaan individu terhadap aktivitas kerjanya. Makna kerja yang dimunculkan dapat digambarkan melalui mekanisme makna kerja. Mekanisme makna kerja dipelajari sebagai dasar atau proses bagaimana makna kerja dimunculkan oleh individu. Mekanisme makna kerja terdiri dari tujuh kategori, yaitu keaslian, efikasi diri, harga diri, tujuan, kepemilikan, transendensi, budaya dan *interpersonal sensemaking*. Peneliti tertarik untuk mengetahui gambaran mekanisme makna kerja pada ibu yang bekerja di Rumah Sakit Gigi dan Mulut Universitas Jember.

Jenis penelitian ini menggunakan metode kuantitatif deskriptif. Teknik pengambilan sampel yang digunakan dalam penelitian ini yaitu sampling jenuh. Jumlah sampel yang diambil pada penelitian ini sebanyak 39 karyawan perempuan. Responden penelitian adalah karyawan perempuan yang sudah menikah dan memiliki anak. Pengumpulan data menggunakan skala mekanisme makna kerja sebanyak 23 item yang disusun berdasarkan teori *Meaning of work* (B.D Rosso *et al*, 2010).

Metode analisis data menggunakan bantuan aplikasi *SPSS for windows vers 21*. Hasil penelitian ini menunjukkan bahwa pada mekanisme keaslian kategori tinggi sebanyak 20 responden (51%). Mekanisme efikasi diri dalam kategori tinggi sebanyak 15 responden (39%). Mekanisme harga diri diperoleh kategori tinggi terdapat 28 responden (72%). Mekanisme tujuan kategori rendah terdapat 21 responden (54%). Mekanisme kepemilikan sebanyak 27 responden dalam kategori tinggi (69%). Kemudian mekanisme transendensi terdapat 26 responden (67%) dalam kategori tinggi. Mekanisme budaya dan *interpersonal sensemaking* sebanyak 24 responden (62%) dalam kategori tinggi.

Kata Kunci: Ibu bekerja, makna kerja, mekanisme makna kerja

1. Peneliti
2. Dosen Pembimbing I
3. Dosen Pembimbing II

Mechanism Meaning of Work in Working Mom at the Dental and Oral Hospital, University of Jember

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ABSTRACT

The meaning of work is the individual's meaning of his work activities. The meaning of work that is raised can be described through the mechanism of the meaning of work. The mechanism of the meaning of work is studied as the basis or process of how the meaning of work is raised by individuals. The working meaning mechanism consists of seven categories, namely authenticity, self-efficacy, self-esteem, purpose, ownership, transcendence, culture and interpersonal sensemaking. Researchers are interested in knowing the description of the mechanism of the meaning of work in mothers who work at the Dental and Oral Hospital, University of Jember.

This type of research uses descriptive quantitative methods. The sampling technique used in this research is saturated sampling. The number of samples taken in this study were 39 female employees. Research respondents are female employees who are married and have children. Collecting data using a work meaning mechanism scale of 23 items arranged based on the Meaning of work theory (B.D Rosso et al, 2010).

The data analysis method uses the SPSS for windows vers 21 application. The results of this study indicate that the mechanism of authenticity in the high category is 20 respondents (51%). Mechanism of self-efficacy in the high category as many as 15 respondents (39%). Mechanism of self-esteem obtained high category there are 28 respondents (72%). There are 21 respondents (54%). Mechanism of ownership as many as 27 respondents in the high category (69%). Then the mechanism of transcendence there are 26 respondents (67%) in the high category. The mechanism of culture and interpersonal sensemaking as many as 24 respondents (62%) in the high category.

Keywords: *Working mom, meaning of work, mechanism meaning work*

1. Researcher
2. Supervisor I
3. Supervisor II