

ABSTRAK

Skripsi dengan judul “*Work Engagement* Pada Wanita Karir” yang ditulis oleh Ikes Niswatul Bestari, NIM. 126308213227, dengan Pembimbing Ibu Lilik Rofiqoh, S. Hum., M.A.

Kata kunci: *Work engagement*, Wanita karir, Studi Kasus

Wanita karir wanita yang memilih melakukan pekerjaan sesuai dengan bidang ilmu dan keahliannya yang sudah dikuasai. Seiring waktu istilah wanita karir semakin marak dan kondisi ini semakin kompleks ketika mereka bekerja di lingkungan yang didominasi laki-laki, seperti PG. Modjopanggoong Tulungagung, di mana wanita menjadi minoritas. Dalam situasi ini, *work engagement* menjadi topik penting untuk dikaji, khususnya bagaimana wanita mempertahankan semangat, dedikasi, dan keterlibatan penuh di tengah tantangan peran ganda dan struktur gender.

Penelitian ini bertujuan untuk menggambarkan bentuk *work engagement* pada wanita karir serta mengidentifikasi aspek dan faktor yang mendukung keterlibatan tersebut. Penelitian ini menggunakan metode kualitatif dengan pendekatan studi kasus, melibatkan tiga subjek wanita karir yang telah bekerja lebih dari dua tahun di PG. Modjopanggoong Tulungagung. Teknik pengumpulan data meliputi wawancara mendalam, observasi, dan dokumentasi.

Hasil penelitian menunjukkan bahwa masing-masing subjek memiliki karakteristik keterlibatan kerja yang khas. FR menunjukkan bentuk sikap melalui semangat kerja yang stabil, dedikasi terhadap tugas administratif, dan penghayatan dalam menjalankan tanggung jawab meskipun menghadapi tekanan peran ganda dan konteks kerja yang maskulin. RS menampilkan semangat dalam bentuk energi dan daya tahan saat memimpin tim, dedikasi terhadap pencapaian target, serta penghayatan yang tampak dari konsentrasi penuh selama proses kerja. YS memperlihatkan semangat dalam mengembangkan potensinya, dedikasi karena merasa pekerjaannya memiliki nilai personal, dan penghayatan dalam keterlibatan emosional terhadap pengembangan karirnya. Faktor-faktor pendukung keterlibatan kerja pada ketiga subjek meliputi penghargaan kerja, perhatian terhadap kesejahteraan karyawan, dukungan sosial dari keluarga dan rekan kerja, kualitas hidup yang seimbang.

ABSTRACT

This thesis, entitled “Work Engagement Among Career Women”, was written by Ikes Niswatul Bestari, Student ID: 126308213227, under the supervision of Lilik Rofiqoh, S. Hum., M.A.

Keywords: *Work engagement, Career women, Case study*

Career women are women who choose to do work according to their field of knowledge and expertise that they have mastered. Over time, the term career women has become more widespread and this condition is increasingly complex when they work in a male-dominated environment, such as PG. Modjopanggoong Tulungagung, where women are a minority. In this situation, work engagement becomes an important topic to study, especially how women maintain enthusiasm, dedication, and full involvement amidst the challenges of dual roles and gender structures.

This study aims to describe the form of work engagement in career women and identify aspects and factors that support this involvement. This study uses a qualitative method with a case study approach, involving three career women subjects who have worked for more than two years at PG. Modjopanggoong Tulungagung. Data collection techniques include in-depth interviews, observation, and documentation.

The results of the study showed that each subject had unique characteristics of work involvement. FR showed a form of attitude through stable work enthusiasm, dedication to administrative tasks, and appreciation in carrying out responsibilities despite facing dual role pressures and masculine work contexts. RS displayed enthusiasm in the form of energy and endurance when leading a team, dedication to achieving targets, and appreciation that was evident from full concentration during the work process. YS showed enthusiasm in developing his potential, dedication because he felt his work had personal value, and appreciation in emotional involvement in career development. Supporting factors for work involvement in the three subjects included work appreciation, attention to employee welfare, social support from family and coworkers, and a balanced quality of life.