

## Self-Efficacy, Meaning of Work as Vocation, and Work Engagement of High School Teachers in Surabaya

Adi Satria Indramawan  
Faculty of Psychology  
Universitas Surabaya

A teacher with self-efficacy is more able to accomplish any task from the management so that he is engaged to his work, and a teacher who regards his work as a calling has the proper motivation to work better. The aim of this study was to find whether there is a correlation between teacher's self-efficacy and work engagement and whether there is a correlation between the meaning of work as a calling and work engagement of private high school teachers in Surabaya. The subjects ( $N = 87$ ) were teachers from three private schools in Surabaya. The data was collected through close-ended statements scales with five options of answer that were later analyzed through a nonparametric correlation test with SPSS 19.00. The result showed a correlation between teachers' self-efficacy and work engagement ( $r = .08; p < .05$ ) and a correlation between the meaning of work as a calling and work engagement ( $r = .612; p < .05$ ). Based on the result, it could be concluded that teachers' self efficacy and meaning of work as a calling could not be treated as one unit, but each correlated independently with their work engagement.

*Keywords:* work engagement, teachers' self-efficacy, meaning of work as a calling

Guru dengan keyakinan diri lebih mampu melaksanakan tugas apa pun dari manajemen sehingga dia terikat dengan pekerjaannya, dan guru yang menghayati pekerjaannya sebagai suatu panggilan hidupnya memiliki motivasi yang sesuai untuk bekerja lebih baik. Tujuan studi ini adalah mengamati apakah ada korelasi antara keyakinan diri seorang guru dan keterikatan kerja dan apakah ada korelasi antara makna bekerja sebagai panggilan dan keterikatan kerja, pada guru-guru di SMA swasta di Surabaya. Para subjek ( $N = 87$ ) merupakan para guru di tiga sekolah swasta di Surabaya. Data dikumpulkan melalui skala pernyataan tertutup dengan lima opsi jawaban yang kemudian dianalisis dengan uji korelasi nonparametric memakai SPSS 19.00. Hasil menunjukkan korelasi antara keyakinan diri guru dan keterikatan kerja ( $r = .08; p < .05$ ) dan korelasi antara makna bekerja sebagai panggilan dan keterikatan kerja ( $r = .612; p < .05$ ). Berdasarkan hasil tersebut dapat disimpulkan bahwa keyakinan diri guru dan makna bekerja sebagai panggilan tak dapat diperlakukan sebagai satu kesatuan, namun berkorelasi secara mandiri dengan keterikatan kerja masing-masing.

*Kata kunci:* keterikatan kerja, keyakinan diri guru, makna bekerja sebagai panggilan

The Surabaya's City Education Council created an online journal for teachers to give them an opportunity to contribute their scientific writings and to maintain their academic quality. Another effort from the Department of Education was to socialize the 2013 curriculum; despite the pros and cons in the implementation. At the launching of that online journal:

The Mayor of Surabaya Trismaharini in her re-

marks stated that, teachers in Surabaya held the 'Key of Heaven,' because the work of teachers in Surabaya was a noble work, in addition to imparting knowledge to the students, teachers could also give their students moral education so that they would become the best persons for their homeland, nation, and religion. The former Educational Minister M. Nuh took the opportunity to emphasize that Surabaya should be the pioneer in eradicating school dropout (Humas Dispendik Surabaya, 2013).

One indicator in education is the educators or teach-

---

Correspondence concerning this article should be addressed to Adi Satria Indramawan, Faculty of Psychology Universitas Surabaya, Jalan Raya Kalirungkut, Surabaya 60293. E-mail: adi5100829@gmail.com