

Improved Engagement with Personality, Self-Efficacy, and Job Satisfaction Development

Juliana Widayastuti Wahyuingsih, Post Graduate Program Universitas Pakuan Bogor & Akademi Kebidanan Budi Mulia Palembang, Indonesia. E-mail: yuliana_widayastuti@gmail.com

Didik Notosudjono, Universitas Pakuan Bogor, Indonesia.

Widodo Sunaryo, Universitas Pakuan Bogor, Indonesia

Zaenal Abidin, Institut Agama Islam Sahid Bogor, Indonesia.

E-mail: zaenal.abidin@inais.ac.id

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Abstract:

High Engagement makes lecturers motivated to work and have a commitment, enthusiasm, competence and more excited. Engagement makes the lecturer existence in a healthy education institution meaningful to the survival of the healthy education institution itself. The fact that the authors find in the field there are still many lecturers who are troubled with engagement, this can be seen from 46% of problematic lecturers with career development, 45% of the lecturers have problems with productivity, 33% of the lecturers are troubled with ownership, 44% have problems with loyalty, 35% of lecturers have problems with vigor, 45% have problem with absorption. The study used a survey method with a correlation approach. Correlation techniques are used to measure the strength of the relationship between increased engagement through personality development, self-efficacy and job satisfaction, either alone or together. The data collection instrument used is a poll or questionnaire based on indicators that exist in all research variables. The data analysis used is the SITOREM method. The results showed that (1) there is a significant positive relationship between work satisfaction variables with engagement, (2) there is a significant positive relationship between personality variables and engagements, (3) There are significant positive relationships between self-efficacy variables with engagement, (4) There are significant positive relationships between personality variables and self-efficacy variables jointly with engagement, (5) There are significant positive relationships between personality variables and job satisfaction variables together with engagement, (6) There is a significant positive relationship between self-efficacy variables and work satisfaction variables together with engagement, (7) There are significant positive relationships between personality variables, self-efficacy variables, and work satisfaction variables collectively with "Engagement". Based on the results of the research on the quantitative stage and qualitative research stage it can be concluded that this research has found efforts to increase engagement at the College of the Associate Degree of Obstetrics in the city of Palembang through personality, self-efficacy, and job satisfaction.

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1. Background and Objective

Each college wishes to have a competitive advantage to always improve the quality of the

resources owned, while the quality of human resources is determined by the extent of the system and able to support the wishes of lecturers. Lecturers

are an important part of running a learning system in higher education. The higher education was said to have succeeded in achieving the vision, mission and objectives. The university's success in achieving this is not separated from the lecturer's role. Qualified lecturers are certainly the benchmark for each college in order to be able to make a positive contribution. Contributions will be maximized when each lecturer has high engagement. If all working lecturers do not have high engagement, then the goals of the vision, mission and objectives of the higher education will not be achieved in the end the college is not able to achieve success. Universities will be able to improve the performance of lecturers so that productivity also increases when lecturers have high engagement as well. In some colleges, the totality of lecturer work is an important factor that determines the success of higher education. The success of higher education can be seen from the graduates produced can be absorbed by the workplace. High engagement makes lecturers motivated in work and committed, enthusiastic, competent and passionate. Engagement makes a lecturer in a meaningful college life for the college's own survival. This is in accordance with the proposed Jhon R. Schermehorn (2010) stating that engagement is also a positive feeling or strong involvement in the organization with a high level of enthusiasm for working within an organization.

Lecturers should understand that working in college has significance in the advancement of Education, career development lecturer, and progress of the college itself so that it can contribute to the interests of both parties. Thus, lecturers will find meaning in work. The hierarchy of involvement, after which the lecturers are satisfied with salary and benefits, lecturers will see development opportunities such as promotion, and then the style of leadership will be seen. If all are fulfilled and lecturers and companies will eventually have the same goals, and both have the meaning/meaning of each other.

This research aims to find efforts to improve the engagement of lecturers at the higher education organizer of Associate Degrees of Obstetric at the Palembang City through the development of personality variables, self-efficacy, and job satisfaction, by identifying relationship forces, as follows:

1. The relationship between personality and engagement?
2. The relationship between self-efficacy and engagement?
3. The relationship between job satisfaction and engagement?
4. The relationship between personality and self-efficacy together with engagement?
5. The relationship between personality and job satisfaction together with engagement?
6. The relationship between self-efficacy and work satisfaction jointly with engagement?
7. The relationship between personality, self-efficacy, work satisfaction together with engagement?

2. Literature Review

1. Engagement Understanding

Richard S Wellins (2015:525) suggests that engagement is when employees enjoy their work, are satisfied with the conditions of their work, contribute enthusiastically to meet the targets of the team, the objectives of the Organization, and there is a sense of owning the company, and committed to the organization. As for the factors that indicate an indication of engagement is (a) develop a workplace that makes people can learn, contribute, and grow, (b) talents, skills, interests, attitudes, and unique individual needs, (c) Place the people in the right jobs, (d) Give intrinsic awards for the desired performance. Employee engagement is defined as people enjoy and believe in what they do and feel the value to do so. The dimensions of Engagement include (a) Personal dimensions: Job attachments, agreeableness in teamwork, individual emotional stability, openness to

experience, achievement orientation, individual self-efficacy, (b) Organizational dimension: Coaches and develops for results, encourages employee performance, inspires loyalty and trust, manages work (not just doing the job), partnering in teamwork. Richard S Wellins (2015:145)

1. Personality Understanding

Gibson et al (2006:113-117) suggests personality is a set of characteristics, tendencies, and relatively stable temperament (of individuals) who have been formulated by inheritance and by social, cultural, and environmental factors. The top five personality dimensions include (a) Conscientiousness: hardworking, diligent, orderly, and persistent, (b) Openness: the extent to which a person can associate, like to make friendship, and expressly, (c) Agreeableness: The level of working well with others by sharing trust, warmth, and coking, (d) Emotional Stability: the ability of a person to perform in dealing with stress by staying calm, focused and confident, (e) openness : A variety of people's interests in new things.

Colquitt et al (2011:294-296) says that it refers to the structures and tendencies in the person describing the pattern of their characteristic thoughts, emotions, and behaviors. The personality factors include: (a) Conscientiousness (with characteristics: reliable, organized, dependable, ambitious, hardworking and diligent), (b) Agreeableness (well, cooperative, sympathetic, helpful, polite and warm), (c) Neuroticism (nervous, moody, emotionally jealous, and unstable), (d) openness to experience (curious, imaginative, creative, complex, smooth and sophisticated), (e) Extraversion (talk active, sociable, passionate, assertive, bold, dominant).

Personality is a relatively permanent pattern of nature and has unique characteristics and consistently affects one's behavior (Pratama et al (2012:56). The dimensions of the five major personalities according to Pratama et al among others (a) the extractions – out, unequivocally friendly, (b) hospitality-well-believe,

cooperative, (c) heartfelt-responsible, reliable, persistent, (d) Emotional stability-no matter, safe, related, (e) openness to experience-imaginative, curious, knowledgeable

2. Self-Efficacy Understanding

Gibson et al (2006:161-162) says that Self-Efficacy defined as the belief that one can perform adequately in a particular situation. Self-efficacy is defined as the belief that one can work well in certain situations. Self-efficacy has several factors that affect:

- 1) *Magnitude* : The magnitude of a person's task difficulty, his/her trust will accomplish that task.
 - a. Perception of task difficulty level
 - b. Belief in his/her ability
- 2) *Strength* : Referring to beliefs about magnitude as strong or weak.
 - a. Level of expectation of achieving successful task completion
 - b. Encouragement to survive (persistence)
- 3) *Generality* : How much the expectation is generalized throughout the situation.
 - a. Utilization of past experiences
 - b. Support from its environment

J.M. Ivancevich (2010:117) suggests Self-efficacy is the belief that one can perform well in a given situation. (Self-efficacy is the belief that a person can perform well in certain situations) Self-efficacy associated with:

- a. *Magnitude*: Be motivated to engage in behaviors that will help them perform well.
 1. Be optimistic about the task
 2. Work in accordance with the specified schedule
- b. *Strength* :

To learn more and transfer those learning to improve their work performance.

1. Commitment in completing the tasks given

2. Persistence in completing tasks

c. *Generality* :

Lead to higher level of goal setting and performance.

1. To make life's experience as a way to success

2. Likes to find new situation

R. Kreitner and A Kinicki (2010:129-130) state that self-efficacy is one's belief in the likelihood of successfully completing a particular task. Some factors that affect self-efficacy include:

a. *Magnitude* : Previous experience makes trust that will accomplish that task

1. Conviction is based on the understanding of material provided

2. It tends to choose tasks that the difficulty level according to his ability.

b. *Strength* : A physical/emotional state of strength

1. Being the basis of hard work self-effort

2. The stability of this belief will determine the resilience and tenacity of the individual

c. *Generality* : Behavioral Model (other successes)

1. Refers to the level of belief and ability to generalize previous tasks and experiences.

2. Make life experience as a way to succeed

R. S Feldman (2008:467) states that self-efficacy is a belief in one's personal ability.) The factors that affect self-efficacy include: People with high self-efficacy have:

a. *Magnitude* : Higher aspiration

1. Levels of task difficulty reveal the dimensions of ingenuity, energy, accuracy, productivity, or self-regulation.

2. The tendency to choose tasks that level of difficulty according to their ability.

b. *Strength* : More persistent in working to achieve goals

1. The level of one's beliefs about perceived self-ability.

2. Encouragement from within to endure.

c. *Generality* : Finally achieve greater success.

1. The ability of a person possessed by an action to master a task in a certain condition

2. Interested in looking for new situations

J.W. Santrock (2008:462-463) says that self-efficacy is the belief that one can overwhelm a situation and produce positive results. Some factors that affect the Self-efficacy are:

a. *Magnitude* : Sticking with effort on task (learning)

1. Belief in the ability to take the necessary measures to achieve a result

2. Confidence in the ability to overcome obstacles in the difficulty level of the task encountered

b. *Strength* : Belief that "I Can Do It"

1. Have a strong confidence in the potential of self in completing tasks

2. Have a fighting spirit and not easily give up when experiencing obstacles in completing tasks

c. *Generality* : Choose a challenging task

1. Able to respond to diverse situations and conditions with a positive attitude

2. Use life experience as a step to achieving success.

3. **Work Satisfaction**

J. L Gibson et al (2006:108-109) stating work satisfaction is an individual attitude towards his work, which is sourced from his perception of his work. The factors that affect work satisfaction include (a) Pay (salary, wages, honorarium, etc.), (b) Job (Conditions of employment: means, challenges, terms of Office), (c) Promotion Opportunities (Promotion opportunities, career development, increased status), (d) Supervisor (supervision of superiors, superiors, subordinate relations), (e) Co-Workers (coworkers, teamwork, etc.) c.

J.A. Colquitt et al (2011:104-126) said that job satisfaction: the individual's emotional condition arising from his or her job assessment, or the

experience of his work. There are 5 factors most want to be gained/enjoyed by individuals in the work, namely: (a) salary (high and definite), (b) promotion (opportunity based on performance and capability), (c) Supervisor supervision (good and good work relationship, and awarding of awards), (d) co-worker (relationship and responsibility), (e) The work itself (flexibility to realizes ability, creation, achievement, etc.).

Arif Yusuf Hamali (2018:200-2004) said that job satisfaction as a general attitude toward a person's work, which suggests the difference between the number of awards received by the worker and the amount believed by the worker should be accepted. Some factors that affect job satisfaction are

a. Employment mutation(*Turnover*)

Higher job satisfaction is attributed to low employee turnover, while less satisfied employees are usually higher turnover.

b. Level of absence of employment

Employees who are less satisfied tend to have high absence rate. Employees often do not present work with illogical and subjective reasons

c. Age

It is assumed that older employees are more experienced in adapting to the work environment, while young employees usually have the ideal expectation about the world of their work, so that if between his expectations with the reality of work there is a gap or imbalance can cause employees to become dissatisfied.

d. Level of employment

Employees who occupy higher levels of employment tend to be more satisfied than employees who occupy lower employment levels. Employees whose job levels are higher demonstrate good working skills and are active in presenting ideas and creative work.

e. Size of company organization

The size of corporate organization can affect employee satisfaction, this is because a small large

company is related to coordination, communication, and employee participation.

Sondang P. Siagian (2015:295-300) suggests that job satisfaction is a person's way of working, both positive and negative.

2. Framework and Hypothesis Research

1. The Relationship Between Personality and Engagement

Personality is a psycho physiological system of individuals that includes characteristics of thought, emotion, and behavior to be used in adapting to its environment. The factors affecting personality include: (a) Extraversion: This dimension reveals a person's comfort level in dealing with other individuals. (b) Conscientiousness: This dimension is a measure of (c) Emotional Stability: This dimension assesses one's ability to withstand stress (d) agreeableness: This dimension refers to an individual's tendency to be obedient to other individuals. Individuals are very easy to agree with are individuals who enjoy working together, warm, and full of trust. Meanwhile, individuals who do not easily agree tend to be cold, unfriendly, and like to oppose. (e) The openness to experience: this dimension is the last dimension that classify individuals based on the scope of their interests and interest in new things. Very open individuals tend to be creative, curious, and sensitive to things that are art.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development: Where career development works exist, (b) Productivity: High productivity is the result of increasing employee engagement, (c) Ownership: Having a sense of workplace can improve the bonding of work, (d) Loyalty: Good work bonding will positively impact the loyalty of employees, (e) Vigor: Be judged by the spirit that someone demonstrated to do his job that can

be seen from high stamina and energy when working, a willingness to strive earnestly in doing work, and persistence and diligence in the face of difficulties in working, (f) Dedication: Refers to the involvement of a person in the work and experiencing a sense of significance, enthusiasm, and pride, (g) Absorption: refers to the concentration and seriousness in the work, enjoy the work so that the time feels past so fast when it is working and feel difficult to break away from the work so forget about everything around it.

Personality is a relatively stable mixing of physical and mental characteristics that give an identity to a person. A person's characteristics apply throughout the entire period of time and however they distinguish individuals from other individuals. These characteristics include one's thoughts, appearances, actions, and feelings as a result of the genetic influence and the interfacing environment. Engagement happens if the work is done in accordance with the personal values, interests, abilities, and personality of the employee. At an individual level there are personality inputs that can affect engagement. Individual personality traits tend to influence the extent of employee experience and demonstrate the bonding of employees in the workplace.

Based on the above thought, there is suspected positive relationship between personality and engagement.

2. The Relationship Between Self-Efficacy and Engagement

Self-efficacy is a belief that one can work well in certain situations so as to successfully complete the task of the work. Some factors – factors that affect the efficacy of these can be concluded as follows (a) Magnitude, (b) Strength, (c) Generality.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development, (b)

Productivity, (c) Ownership, (d) Loyalty, (e) Vigor, (f) Dedication, (g) Absorption.

Its efficacy is needed in the employees, by enhancing the ability to perform the tasks given to the company to run optimally and the performance of employees will increase. Therefore, efficacy is needed to make employees able to work well and have high performance. Awareness of engagement becomes important in organizations or companies this is because it is influenced by employee performance through improved efficacy of engagement. Associates who are deeply bound care about what it does and commit to do their best for the company. Employee confidence in its ability to do the best will make employees increasingly tied to the company.

Based on the thought above there is suspected positive relationship between self-efficacy and engagement

3. The Relationship Between Work Satisfaction and Engagement

Job satisfaction is an individual attitude towards the assessment of his work, which is sourced from his perception of his work and the experience of his work. The dimensions/indicators of job satisfaction are: (a) salary, (b) Employee age, (c) Promotion of work, (d) supervision, (e) coworker.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development, (b) Productivity, (c) Ownership, (d) Loyalty, (e) Vigor, (f) Dedication, (g) Absorption.

When someone feels dissatisfied with his work it will affect the performance of the person. Employees become less committed to the company and do not have the motivation to do more for the company, employees become Engagement with the work done. The reaction shown to respond to employee satisfaction is to remain faithful to the company and always make improvements actively and build up

while still implementing the best for the company's progress.

Based on the thought above, there is suspected positive relationship between work satisfaction and engagement.

4. The relationship between personality and self-efficacy together with engagement

Personality is a psycho physiological system of individuals that includes characteristics of thought, emotion, and behavior to be used in adapting to its environment. The factors influencing personality include: (a) Conscientiousness: Have a high working discipline, hardworking, diligent, orderly, and persistent, (b) Disclosure: Having an interest in new things, the extent to which one can associate, like friends, and firmly, (c) Agreeableness: Easily collaborate with others, a good level of cooperation with others by sharing trust, warmth, and cooperation, (d) Emotional stability: able to maintain emotional stability, The ability of someone skilled in dealing with stress by staying calm, focused, and confident, (e) cautious (Conscientiousness): a tendency to be organized and reliable, demonstrating self-discipline, acting obediently, aiming for accomplishment.

Self-efficacy is a belief that one can work well in certain situations so as to successfully complete the task of the work. Some factors – factors that affect the efficacy of these can be concluded as follows (a) Magnitude, (b) Strength, (c) Generality.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development, (b) Productivity, (c) Ownership, (d) Loyalty, (e) Vigor, (f) Dedication, (g) Absorption.

Personality is the whole way in which someone reacts and interacts with other individuals. One of the personality traits associated with the work environment is self-efficacy. Self-efficacy is the belief that it is able to carry out something good behavior. A

good personality and well-supported high self-efficacy make one's engagement even stronger.

Based on the thought above, there is suspected positive relationship between personality, efficacy jointly with engagement.

5. Relationship between personality and job satisfaction together with engagement.

Personality is a psycho physiological system of individuals that includes characteristics of thought, emotion, and behavior to be used in adapting to its environment. The factors affecting personality include: (a) Extraversion: This dimension reveals a person's comfort level in dealing with other individuals. (b) Conscientiousness: This dimension is a measure of (c) Emotional Stability: This dimension assesses one's ability to withstand stress (d) agreeableness: This dimension refers to an individual's tendency to be obedient to other individuals. Individuals are very easy to agree with are individuals who enjoy working together, warm, and full of trust. Meanwhile, individuals who do not easily agree tend to be cold, unfriendly, and like to oppose. (e) The openness to experience: This dimension is the last dimension that classify individuals based on the scope of their interests and interest in new things. Very open individuals tend to be creative, curious, and sensitive to things that are art.

Job satisfaction is an individual attitude towards the assessment of his work, which is sourced from his perception of his work and the experience of his work. The dimensions/indicators of job satisfaction are: (a) salary, (b) Employee age, (c) Promotion of the Department, (d) supervision, (e) coworker.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development, (b) Productivity, (c) Ownership, (d) Loyalty, (e) Vigor, (f) Dedication, (g) Absorption.

Measurement of employees' personality will be carried out well not regardless of the positive attitude employees have. Employee satisfaction can be seen from the pleasant emotional condition of the employee. Job satisfaction reflects a person's feelings towards his work. This is an impact on the positive attitude of employees to the job and everything faced in his work environment. If the employee's personality and satisfaction have been good, the employee will have an emotional attachment to the company, the employee will give his best effort beyond what has been targeted in a job.

Based on the thought above there is suspected positive relationship between personality and work satisfaction jointly with engagement.

6. The relationship between self-efficacy and work satisfaction together with engagement

Self-efficacy is a belief of a person can work well in certain situations so as to successfully complete the task of the work. Some factors – factors that affect the efficacy of these can be concluded as follows (a) Magnitude, (b) Strength, (c) Generality.

Job satisfaction is an individual attitude towards the assessment of his work, which is sourced from his perception of his work and the experience of his work. The dimensions/indicators of job satisfaction are: (a) salary, (b) Employee age, (c) Promotion of the work (d) supervision, (e) coworker.

Engagement is the employee's desire to involve itself in its place of work so that the person is satisfied with the current conditions of his work. The dimensions of engagement are (a) Career Development, (b) Productivity, (c) Ownership, (d) Loyalty, (e) Vigor, (f) Dedication, (g) Absorption.

Lecturers are not only teachers who do transfer of knowledge, but also as educators who do transfer of values and as well as "advisers" that give direction and guide students in learning. To provide good performance, lecturers need high confidence, feeling satisfied with their work and full emotional and physical involvement when carrying out their duties.

A good personality and followed by a person's confidence in completing a task using its ability in certain circumstances or more commonly known as self-efficacy tends to work more vigorous, feeling themselves an important part of the company or its organization.

Based on the thought above, there is suspected positive relationship between personality and efficacy jointly with engagement.

7. Relationship between personality, self-efficacy, and work satisfaction jointly with engagement.

Personality is a psycho physiological system of individuals that includes characteristics of thought, emotion, and behavior to be used in adapting to its environment. The factors affecting personality include: (a) Extraversion: This dimension reveals a person's comfort level in dealing with other individuals. (b) Conscientiousness: This dimension is a measure of trust (c) Emotional Stability: This dimension assesses one's ability to withstand stress (d) agreeableness: This dimension refers to an individual's tendency to be obedient to other individuals. Individuals are very easy to agree with are individuals who enjoy working together, warm, and full of trust. Meanwhile, individuals who do not easily agree tend to be cold, unfriendly, and like to oppose. (e) The openness to experience: dimension is the last dimension that classify individuals based on the scope of their interests and interest in new things. Very open individuals tend to be creative, curious, and sensitive to things that are art.

Efficacy of a person can work well in certain situations so as to successfully complete the task of the work. Some factors – factors that affect the efficacy of these can be concluded as follows (a) Magnitude, (b) Strength, (c) Generality.

Job satisfaction is an individual attitude towards the assessment of his work, which is sourced from his perception of his work and the experience of his work. The dimensions/indicators of job satisfaction are: (a)

salary, (b) Employee age, (c) Promotion of the Department, (d) supervision, (e) coworker.

Employee personality gives a greater influence on the engagement of employees. Engagements happen if the work is done in accordance with the personal values, interests, abilities, and personality of the employee. A person with self-efficacy will realize that he or she is able to do the job well. They assess that they have enough strength and proficiency to perform the work in accordance with the context. Job satisfaction is felt when employees already feel that the company has fulfilled their expectations, for that employees will contribute to the company to provide good working performance that includes confidence to accomplish the best charged task possible.

Based on the thought above there is suspected positive relationship between personality, self-efficacy and personality embraced jointly with engagement.

C. Research Hypothesis

Based on the theoretical review and the above framework, the research hypothesis can be submitted as follows.

1. There is a positive relationship between personality and engagement
2. There is a positive relationship between the self-efficacy of engagement
3. There is a positive relationship between job satisfaction and engagement
4. There is a positive relationship between personality and self-efficacy together with engagement
5. There is a positive relationship between personality and job satisfaction together with engagement.
6. There is a positive relationship between self-efficacy and work satisfaction together with engagement
7. There is a positive relationship between personality, self-efficacy, and work satisfaction together with engagement.

3. Results and Discussion

Based on the results of the research on the quantitative stages and the qualitative stage can be concluded that the research has found efforts to improve the "engagement" in the College of Associate Degrees of obstetrics in the city of Palembang through personality, self-efficacy, and job satisfaction, based on the following identification:

1. There was a significant positive relationship between work satisfaction variables with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This is seen from the scoring of the (r_{y3}) correlation coefficient of 0.945 which meant the strength of the relationship between the two variables in the category was very strong and positively marked by a direct relationship. While the score of coefficient of determination of the regression equation was 0.893 (R^2) which meant the percentage of relationship between job satisfaction variables with "engagement" of 89.3% while the remaining 10.7% is influenced by other variables not examined in this study.

2. There was a significant positive relationship between personality variables and "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This is evident from the score gained in the correlation coefficient (r_{y1}) of 0.995 which meant that the relationship between the two variables in the category was very strong and positively marked by a direct relationship. While the score of coefficient of determination of the regression equation was 0,990 (R^2) which meant the percentage of relationship between personality variables with "engagement" was 99.0% while the remaining of 1.0% was influenced by other variables not examined in this study.

3. There was a significant positive relationship between the self-efficacy variables with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This was seen from the scoring of the (r_{y2}) correlation coefficient of 0.975

which meant the strength of the relationship between the two variables in the category was very strong and positively marked by a direct relationship. While the score of coefficient of determination of the regression equation was 0.951 (R^2) which meant the percentage of relation between self-efficacy variables with "engagement" of 95.1% while the remaining 4.9% was influenced by other variables not examined in this study.

4. There was a significant positive relationship between personality variables and self-efficacy variables jointly with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This was seen from the scoring of the (r_{y12}) correlation coefficient of 0.996 which meant the strength of the relationship between the two variables in the category was very strong and positively marked by a direct relationship. While the score of coefficient of determination of the regression equation was 0.992 (R^2) which meant the percentage of relation between personality variables and self-efficacy variables jointly with "engagement" of 99.2% while the remaining 0.8% was influenced by other variables that are not researched.

5. There was a significant positive relationship between personality variables and work satisfaction variables jointly with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This was seen from the acquisition of scores on the correlation coefficient (R_{Y13}) of 0.996 which meant the strength of the relationship between the two variables in the category was very strong or very high and marked positively that there is a direct relationship. While the score of coefficient of determination of the regression equation was 0.992 (R^2) which meant the percentage of relationship between personality variables and work satisfaction variables together with "engagement" of 99.2% while the remainder of 0.8% was influenced by other variables not examined in this study.

6. There was a significant positive relationship between self-efficacy variables and work satisfaction variables jointly with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This was seen from the acquisition of scores on the correlation coefficient (r_{y23}) of 0.997 which meant the strength of the relationship between the two variables in the category was very strong or very high and marked positively that there was a direct relationship. While the score of coefficient of determination of the regression equation was 0.994 (R^2) which meant the percentage of relation between self-efficacy variable and work satisfaction variable in conjunction with "engagement" of 99.4% only while the remaining of 0.6% was influenced by other variables not examined in this study.

7. There was significant positive relationship between personality variables, self-efficacy variables, and work satisfaction variables jointly with "engagement" at the obstetric education in the Associate Degrees of University in Palembang. This was seen from the acquisition of scores on the correlation coefficient (r_{y123}) of 0.997 which meant the strength of the relationship between the two variables in the category was very strong or very high and marked positively that there was a direct relationship. While the score of coefficient of determination of the regression equation was 0.994 (R^2) which meant the percentage of relationships between personality variables, self-efficacy variables, and work satisfaction variables together with "engagement" of 99.4% while the remainder of 0.6% were influenced by other variables not examined in this study

6. Conclusions and Suggestions

The invention of this research resulted in findings that should be improved for "engagement" to increase optimally. Suggestions for indicators that have been good recommend to be maintained, while the indicators are not yet good to do improvements such as Emotional Stability,

Extraversion, Conscientiousness, Generality, Magnitude, Relationships between Coworkers, Supervision superiors, Ownership, Vigor, Absorption, Career Development

According to the study, one effort was made for the Director to improve the "engagement" of the obstetric education in the Associate Degrees of University in Palembang. Recommendations are made improvements described as follows:

1. Increased Emotional Stability

Chairman/Director of the College of organizers of the obstetric education in the Associate Degrees of University in Palembang. as a leader should explain the ability of a person to withstand stress. Individuals with positive emotional stability tend to be calm, confident, and have a firm stance, so lecturers and other ranks can understand and be able to implement what is the main task and function.

2. Increased Extraversion

Chairman/Director of the College of organizers the obstetric education in the Associate Degrees of University in Palembang as a leader should be able to explain and give examples of expressing the level of comfort of a person in relation to other individuals so that the lecturers and other ranks can understand and can implement how to organize, is assertive and sociable.

3. Increase Conscientiousness

Chairman/Director of the College of organizers the obstetric education in the Associate Degrees of University in Palembang as a leader should be able to explain and give examples of the size of individual belief is very cautious is the individual responsible, orderly, reliable and persistent. So that lecturers and other ranks can understand and can anticipate individually with the low cautious nature tends to be easily confused, irregular, and unreliable.

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