Work Optimism And Work Engagement In Female Teachers

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Abstract. Work engagement must be owned by workers, especially in the education sector, namely female teachers. High work involvement will have a good impact on the success of teachers in working to educate the nation's life. This study aims to determine the role of work optimism in increasing work engagement. In this study, researchers used the work engagement scale, the optimism scale, and the partner's social support scale. The sampling technique used purposive sampling. The sample in this study were female teachers who were married or who had a partner and took care of the household who taught at "X" district schools in Klaten and Yogyakarta, Indonesia. The number of samples in this study was 45. The data analysis technique in this study used the product moment correlation technique for hypothesis analysis. The research results show a relationship between work optimism and work engagement, the value of $r = 0.703$ (P <0.01). Work optimism has a role of 49.4% in increasing work engagement for female teachers. Work optimism has a role of 49.4% in increasing work engagement for female teachers. The higher the work optimism, the higher the work engagement.

Keywords: Female Teacher, Work Engagement, Work Optimism.

1 Introduction

School is an organization within the scope of education, where one of the most important human resources in the world of education is the teacher. The obligations and duties of an educator himself have been regulated in the Law of the Republic of Indonesia number 14 of 2005, explaining that teachers are professional educators with the main duties and obligations to educate, teach, guide, train, direct, assess and evaluate students in formal education for early childhood, elementary, and secondary education. There are so many education systems in Indonesia, especially the boarding school education system, which requires a teacher to have a bigger task in supervising and guiding his students intensively. As a result, the role of the organization and the agency itself in realizing its vision and mission goals must be to ensure that these human resources are managed seriously and as well as possible so that good feedback is able to contribute to maximum performance (1).

The dual role played by women is indeed a familiar phenomenon and is often found in the world of WorkWork, for example, such as female teachers who play multiple roles. A female teacher who has a dual role is a married female teacher who works as an educator with her main role being teaching, educating, training, guiding and so on in an institution, as well as being a housewife who also plays a role in all household chores and taking care of children. And her husband. This is the main reason for the importance of human resources as a measure of the success of an organization itself. A teacher, in carrying out his duties in educating students, is expected to be filled with a positive attitude in doing every job, one of which is the attitude of work engagement. The low work engagement of female teachers can cause big losses for agencies. A low work engagement attitude can be characterized by female teachers when doing

WorkWork with decreased concentration, lack of Enthusiasm for Work, and lack of Enthusiasm for Work (2).

The study conducted on the level of work engagement of employees around the world conducted by Gallup in 2013 found that only 13% of employees from research conducted in 142 countries felt engaged in their workplace (3), one of which included Indonesia, only 15% of employees feel engaged with the company where they work (4). This is also supported by research conducted by Anggiadinata (5) that the comparison of low employee work engagement is dominated by 81.10%, the rest with high work engagement of 18.90%. Likewise, the findings of Mewengkang & Panggabean (6) stated that employees who have high work engagement in a company are only 13%, and the remaining 87% are low. From the findings above, it can be concluded that Indonesia has a low trend of work engagement, with the highest percentage of employees not engaged compared to those engaged with companies or organizations.

The above is in line with the phenomena that researchers have found in the field related to work engagement. Researchers conducted interviews at two high school schools in the Klaten and Yogyakarta areas on Monday, March 3, 2023, with female teachers who were married or who had partners (husbands), were not widows, and took care of the household. Interviews were conducted with ten female teachers representing two high schools in the Klaten and Yogyakarta regions. The results of the interviews with the ten female teachers indicated that there were teachers who had low work engagement.

According to an aspect of vigor, it was found that 5 out of 10 teachers had low morale. Teachers who have low Enthusiasm can be marked such as when teaching in class, the teacher encounters students who are often late for school, students are less focused on participating in learning, and when the teacher knows students are sleeping during class hours, this makes a teacher's mood change thereby lowering Enthusiasm. Teacher to teach because it can change the schedule that has been prepared by the previous teacher. In addition, it can be seen when the teacher is teaching while the students are engrossed in themselves, chatting with their desk mates so they don't pay attention to the material presented by them. It can reduce the teacher's Enthusiasm for teaching because the students are no longer concentrating on learning material, so the teacher's initial goals change. Furthermore, it can be identified by the presence of diverse student behavior; the teacher must also recognize the attitudes of the students one by one because the Enthusiasm of the teacher in teaching also determines that the students will be enthusiastic about learning so that if students do not obey the rules, talk alone with their friends, throw tantrums in class, can cause the teacher's Enthusiasm to teach decreases. The education curriculum that is always changing and changing can also be the main cause of teacher enthusiasm to decrease. The Enthusiasm of female teachers has decreased due to busyness with their family, so it can plague a teacher's mind.

In the aspect of dedication, it was found that in 7 out of 10 teachers, when students make noise in the class, the teacher does not feel enthusiastic about work WorkWork because, with chaotic classroom conditions, the teacher must condition the class before teaching, this reduces the teacher's attention when teaching.

In the absorption aspect, it was found that 7 out of 10 teachers teaching Social science subjects, such as economics, geography, and sociology, do not feel that their teaching hours go so fast, so the teacher always teaches according to the teaching hours, it can also be identified by concentration. Which decreased because the body's health condition was not fit, and the mood was not good. In addition, the teacher does not master the match conveyedo be conveyed, and does not know the character of the students one by one. Based on the interview results above, it can be concluded that 7 out of 10 female teachers who play multiple roles have low work engagement.

Vance (7) said that employees who have work engagement with their WorkWork and are committed to their organization would provide positive value or a very important competitive advantage for the company, which includes higher productivity and lower turnover rates.

According to Bakker & Demerouti (8), factors that can influence work engagement originating from external factors that are dominant are social support (which focuses on partner social support), Job Resources or job resources that include physical, social and organizational aspects that function as media to achieve work goals. Job resources play a role as an external motivator because they are very useful for achieving company goals. Work engagement is also influenced by internal factors that come from within, namely personal resources, which include attitudes including Optimism, self-efficacy, self-esteem, and self-resilience, which help them control and have an impact on the environment so that they are successful in their careers.

One of the factors that influences work engagement is optimism,which is based on Seligman's theory (9). In line with this theory,Optimismm was chosen as an internal factor because it was based on the research results of (10). In Sweetman & Luthan's (11) study, it was stated that while there is a highly analytic attitude there, there is also a desire to achieve success even though faced with challenges; in this case, Optimismm can help overcome a problem by using coping strategies and being persistent in dealing with their emotional demands.

Christian et al. (12), said that work engagement can make individuals highly dedicated and fully focused on their WorkWork so as to make workers show better role performance results. Mierlo & Bakker (13), in their research, explained that a worker with high work engagement results will directly have an impact on positive psychological transmission so that it can affect the performance of fellow members in a profitable way. The results of this study are also an important condition if teachers with high work engagement will be able to carry out their duties in guiding and teaching students in a state of positive attitude, good emotionality, and strong patience so that they will transmit positive traits to students. In addition, individual work engagement is believed to be able to demonstrate innovative behavior when working every day (14). Innovative behavior in the world of education is very necessary and important in the progress of learning. Therefore, teachers who are filled with innovative behavior will always be easy to carry out every challenge, produce new learning works, and are able to think forward in a positive future. The purpose of this study was to determine the relationship between work optimism and work engagement among female teachers

2 Literature Review

2.1 Work Engagement

Work engagement is a positive existence related to mood related to work so that they are able to work with stable affective and cognitive thoughts (15). Work engagement is a condition in which an employee can identify himself psychologically towards his work and considers his performance important for himself, in addition to the organization (16).

Work engagement is energy that can motivate employees to improve performance at a higher level; this energy is in the form of commitment to the organization, both through pride in their work conditions of more time and energy, as well as enthusiasm and interest, commitment in carrying out a job, (17). Work engagement is a combination of job satisfaction and commitment which refers to motivational and physical elements. Work engagement is also a driving force to achieve employee perception satisfaction together in showing high performance, commitment, and loyalty within the company (18). Aspects of work engagement consist of, Enthusiasm or vigor is a mental resilience that employees have when working, they have high business

determination and intelligence in dealing with difficulties, and dedication is a condition of employees where they feel important and high Enthusiasm towards the work they are working on and appreciation which is a situation where employees can fully concentrate on their work so that they are more engrossed, comfortable, and interested in their work. Based on some of the definitions above, the researcher can conclude that work engagement is a positive existence related to work-related moods so that when they do work they are able to work with stable affective and cognitive thoughts.
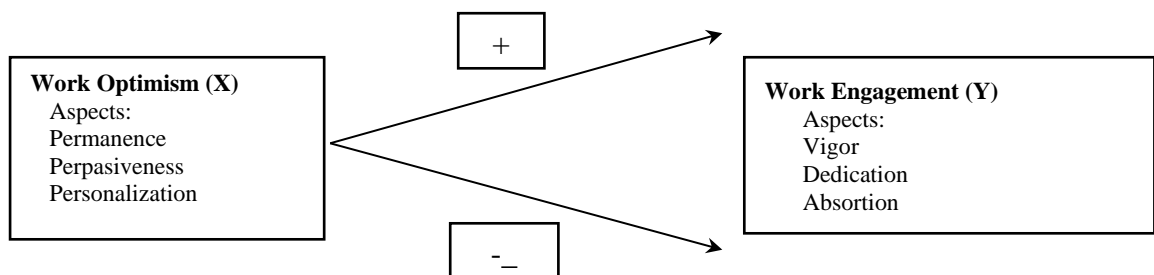
2.2 Wok Optimism

Optimism is an individual's way of responding to a situation. Optimism is a person's belief in something that will happen in life in the future, or that is currently being experienced (9). Optimism is a strong hope that can occur in life so that individuals can cope well when problems and frustration overwrite them (19).

Optimism is an individual hope that leads to good things. This attitude is able to make it easier for someone to find solutions to the problems they face (20). Optimism is also defined as the belief that all good things can happen and provide hope in the future as desired. For example, when individuals are faced with a difficulty, an optimistic individual will believe there must be a way out to achieve expectations (21).

Aspects of Optimism, namely Permanence is how individuals respond to events or events according to time, as bad events are only temporary while good events are seen as permanent; Pervasiveness is the nature of people who are optimistic about finding a cause of a problem to get to the root of the problem, Personalization is the cause of a failure that comes from internal which is an individual and external which is another person. Individuals who have optimism will see good events happening within the individual and vice versa (9). This study is focused on the optimization of working with female teachers. Based on the explanation above, it can be concluded that Work optimism is an individual's way of responding to a situation in the work process by having confidence that something will happen in life in the future in the work process or that is currently being experienced in the work process.

2.3 Conceptual framework

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┌──────────────────────────┐        ┌───┐                  ┌──────────────────────────┐
│ Work Optimism (X)        │        │ + │        ↗         │ Work Engagement (Y)      │
│   Aspects:               │        └───┘                  │   Aspects:               │
│   Permanence             │  <                            │   Vigor                  │
│   Perpasiveness          │        ┌────┐                 │   Dedication             │
│   Personalization        │        │ -_ │        ↘        │   Absorption             │
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Based on the conceptual framework above, the hypothesis put forward in this study is that there is a positive relationship between work optimism and work engagement in female teachers; the higher the work optimism, the higher work engagement conversely the lower work optimism, the lower work engagement.

3 Method

The research method used is a quantitative method to see the relationship between the independent and dependent variables (22). The population in this study were all female teachers who taught in the Klaten and Yogyakarta areas with the characteristics of being married or having a partner (husband), not being a widow, having children, and taking care of the household. The researcher uses the non-probability sampling method with the purposive sampling method, which is a sampling technique used when the researcher has certain considerations for taking the sample (23). The sample of the study met the criteria of 45 female teachers.

The work engagement scale in this study was measured using the Indonesian version of the Utrecht Work Engagement Scale-9 (UWES-9), which was later modified by the researcher. UWES-9 is as good as UWES-15 and UWES-17 and has high internal consistency and stability that is not much different from the UWES-15 and UWES-17 versions (24). The Optimism scale used in this study is the optimism scale modified by researchers from Perhatian & Sahrah (25) based on the three aspects or indicators of optimism put forward by (2008). The Optimism and Work Engagement scales consist of favorable and unfavorable item items, which are arranged based on a Likert scale format with a score range of 1 to 4 with alternative answers to favorable item scores; 4 = SS = Very suitable, 3 = S = Suitable, 2 = TS = Not suitable, 1 = STS = Very Unsuitable. For answers to unfavorable item scores, namely: 1 = SS = Very suitable, 2 = S = Appropriate, 3 = TS = Not suitable, and 4 = STS = Very Unsuitable. An example of a favorable item in this study is "I am enthusiastic about doing my job", and an example of an unfavorable item in this study is "I don't enjoy my job".

The reliability test for work engagement items is 18 items. After testing the validity, it was found that items that reached a coefficient of $rxy \geq 0.3$ totaled 15 items were valid items, while three items that had a correlation <0.30 were declared invalid. The Work engagement scale for female teachers has a Cronbach's Alpha value of 0.905. Reliability testing on the optimism scale items totalled 30 items. The total item correlation coefficient used to calculate the optimism scale is 0.30. After testing the validity, it was found that items that reached a coefficient of $rxy \geq 0.30$ totalled 18 items, which were valid items, while 12 items had a correlation <0.30, which was declared invalid. The Optimism Scale for female teachers has a Cronbach's Alpha value of 0.888. The data analysis method in this study uses product moment analysis from Carl Pearson. Product moment correlation analysis d is used to determine the relationship between the independent variable and the dependent variable. Before conducting research data analysis, a prerequisite analysis test was first carried out, which consisted of a Normality test and a linearity tests

4 Result

4.1 Descriptive Data

Research data on the variables optimism and work engagement are described or classified in the categorization of research data, which is divided into high, medium-low categories which are described as follows:

Table 1. Categorization of work engagement data

Variable	Categories	Scores interval	Sums	%
Work Engagement	Hight	$x \geq 108{,}5$	0	0
	Medium	$57{,}5 \leq x < 77{,}5$	0	0

			45	100
	Low	X<57,5	45	100
	Total		45	100,0%

Based on Table 1, it is known that there are 45 teachers (100%) who have low work engagement, and there are no female teachers who have medium and high work engagement. so it can be concluded that of the 45 research subjects are in the low category.

Table 2. Categorization of Work Optimism

Variable	Categories	Scores interval	ums	percentages
Work optimism	Hight	$x \geq 57$	0	0
	Medium	$33 \leq x < 57$	23	51,1
	Low	X<33	22	48,9
	Total		45	100,0%

Based on Table 2, it is known that female teachers who have low category work optimism are 22 female teachers (48.9%) and 23 female teachers (51.1%), and out of 45 female teacher subjects, none are in the category with high work optimism.

4.2 Prerequisite test

The research data was tested using the Kolmogorov-Smirnov test. The normality test results can be seen in the table below.

Table 3. Normality Test

Variable	Kolmogorov-Smirnov Z	P	Subject	Result
Work Engagement	1,139	0,149	45	Normal
Work Optimism	1,304	0,075	45	Normal

Based on the results of the normality test that has been carried out, the following results are obtained:
1) The work engagement normality test obtained a KSZ value of 1.139 and a p-value of 0.149 (p>0.05). This shows that the work engagement variable for female teachers has a normal distribution.
2) The normality test for work optimism data obtained a KSZ value of 1.304 and a p-value of 0.076 (p>0.05). This shows that the work optimism variable for female teachers has a normal distribution.

Then, a linearity test was carried out to find out that both data were in a linear line. The general provisions for determining the linearity of research variables are if the significance (linearity) is less than 0.05, then it is said that the two variables have a linear relationship (26). The results of the linearity test can be seen in the table below.

Table 4. Linearity Test

Dependent Variable	Independent variable	Value		Result
		F	**p**	
Work Engagement	Work Optimism	51,986	0,000	Linear

Based on the results of the linearity test in the table above, the results obtained are that the Work Optimism Variable has an F value of 51.986 with a significance in linearity (p <0.05), so it can be concluded that the work optimism and work engagement variables are linear.

4.3 Hypothesis Test

The results of the analysis prerequisite test, namely the normality test and the linearity test, show that the research data is normally and linearly distributed, so the data analysis for testing the hypothesis in this study can be continued using product moment correlation analysis with the results in the table below:

Table 5. Product Moment Correlation Test Results

Dependent Variable	Independent variable	Product Moment Correlation Value	p	Result
Work Engagement	Work Optimism	0,703	0,000	Significance

Based on the results of the product-moment correlation analysis, it was found that work optimism with work engagement for female teachers has a product-moment correlation value of 0.703 (p <0.01). This means that there is a positive relationship between work optimism and work engagement. The effective contribution of work optimism to the work engagement of female teachers is 49.4%, while 50.6% is determined by other variables not measured in this study.

5 Discussion

Work optimism has a role in increasing the work engagement of female teachers due to a positive emotional attitude and persistent confidence in doing any work at school so that teachers feel ready when faced with conditions or problems (27). Sonnentag et al. (28) explain that positive emotions can motivate individuals to develop themselves further, increase their focus on concentration and improve their behavior and performance. In addition, positive emotional influence will foster one's happiness and interest so that overall it can increase feelings of Enthusiasm so that teachers with high optimism will actively feel bound or engaged in the work being done. This makes a strong teacher relationship when high optimism will also affect high work engagement. A teacher with a good work engagement attitude can be known if the results of his performance increase every day. This was also revealed by Christian et al. (12) that work engagement can make individuals highly dedicated and fully focused on their work so as to make employees show the results of the role performance is getting better.

In addition, research that has been conducted by Mierlo & Bakker (13) on a worker with high work engagement results shows that it will directly have an impact on positive psychological transmission so that it can affect the performance of fellow members in a profitable manner.

The results of this study are also an important condition if teachers with high work engagement will be able to carry out their duties in guiding and teaching students in a state of positive attitude, good emotionality, and strong patience so that they will transmit positive traits to students. In addition, individual work engagement is believed to be able to demonstrate innovative behavior when working every day (14). Innovative behavior in the world of education is very necessary and important in the progress of learning. Therefore, teachers who are filled with innovative behavior will always be easy to carry out every challenge, produce new learning works, and are able to think forward in a positive future.

Research conducted by Li et al. (29) showed that teachers with academic Optimism will also have a positive effect on high work engagement, meaning that teachers see themselves as competent practitioners who are reliable in managing their classes, promoting student learning, making students serious and diligent in the learning process at school. Research conducted by Mappamiring & Putra (30) states that career optimism has a substantial and important relationship in increasing work engagement for employees because employees will be motivated and enthusiastic in achieving targets that are achieved in a job so that workers will feel committed and serious and work Hough et al. (31) explained that individuals who have high work optimism would affect increased performance and high work engagement, individuals will feel that the work currently occupied is a process that is undertaken with high seriousness and the work being carried out will bring a positive impact on individuals in career and life. The results of this study are in line with the research of Putri et al. (32), which states that employees who have high optimism will be more attached to their company, both physically, cognitively, and emotionally. Optimism in career achievement needs to be owned by every employee to maintain a positive attitude towards the career he wants to achieve (33).

The categorization data in this study found that female teachers had low work engagement. Higgins et al. (34) said that situations that do not match one's predictions of their career could cause stress because they are not able to adapt to the career system they face, so individuals will feel less attached to their work Therefore, these conditions can cause employees to feel uncomfortable, unenthusiastic, less enthusiastic, less sure about being able to develop his career, even changing workplaces. Employees with high psychological capital (including Optimisms) will experience more positive emotions, which are ultimately related to work engagement (35).

In this study, the Optimism of female teachers was in the medium and low categories. Optimism is an important aspect that must be possessed by individuals at work. Optimism is seen by someone as a form of energy and positive thinking to achieve certain goals. Employees with an attitude of optimism will be able to predict more positive performance results, have a strong energy drive to be involved and enthusiastic about their work and be able to influence the work environment to be positive (10). In addition, with a highly optimistic attitude, there is a desire to achieve success even though faced with challenges, and an attitude of optimism will help overcome a problem by actively using coping strategies and being very persistent in dealing with emotional demands (11).

Work engagement is a positive thing in carrying out tasks and can provide insights related to work attitudes consisting of energy, dedication, and absorption. Power is characterized by a high level of energy when a person is working and trying to give their best in a job. Dedication refers to a person's involvement in the work being done and always being able to interpret every work being done wisely; then absorption is marked by how focused the individual is on the work being done (36).

7 Conclusion

Based on the results of data analysis and discussion of the results of the research, it can be concluded that the hypothesis put forward with this research is accepted, namely that there is a positive relationship between work optimism and work engagement in female teachers. The higher the work optimism of female teachers, the higher the work engagement of female teachers. The magnitude of the effective contribution of work optimism to work engagement is 49.4%, and the remaining 50.6% is influenced by other variables not examined, meaning that optimism has a role of 49.4% in increasing work engagement for female teachers. As previously explained, the categorization of work engagement data is in the low category, so the researcher's suggestion is that teachers can increase work engagement by continuing to practice and innovate against changes in work in terms of systems, resources and career paths. From the highest leadership, the school can hold training for teachers in self-development and teacher careers, make innovations or breakthroughs so that work is more enjoyable, for example holding meetings at resorts, outbound, paintball, and gatherings, as well as building more open and better communication for can find out what obstacles the teacher is experiencing at work For future researchers to be able to examine more deeply about work engagement, for example factors such as career development, work-life balance, job satisfaction, quality of work life, work stress and other factors.

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