

HASIL CEK_THE POWER OF LOVE AND RESILIENCE: BOOSTING WORK ENGAGEMENT IN ELITE COMBAT UNIT OF THE INDONESIAN AIR FORCE

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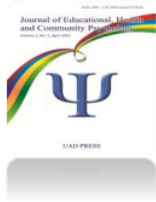
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The Power of Love and Resilience: Boosting Work Engagement in Elite Combat Unit of the Indonesian Air Force

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Abstract

Kopasgat is one of the elite combat units of the Indonesian Air Force. As a combat unit with work demands and high work consequences or risks, it will affect members' work engagement. While work engagement has an important role in occupational life because it has a very significant impact on individual and organizational performance as a whole. Thus, this research aims to empirically test the effect of love of work and resilience on work engagement. This study uses a quantitative approach with a correlational design. The population in this study were members of the *Kopasgat* Air Defense Detachment XXX. The sampling technique used in this study was purposive, so the sample was 127 members Special Forces Air Defense Detachment XXX in the Air Assault Batteries unit (PSU Batteries). The instruments used in this study were the Utrecht Work Engagement Scale (UWES), the love of work scale, and the Resilience Scale. The multiple linear regression analysis results showed a coefficient value of $R=0.848$, $F=158.712$ ($p<0.01$). The results of this study indicate that love of work and resilience significantly influence the work engagement of members of the *Kopasgat* Air Defense Detachment XXX. This research contributes to the field of military psychology by highlighting the importance of love of work and resilience to increased work engagement, which will have implications for improving the performance of combat unit members. This is especially relevant in the Indonesian context, where the military plays an important role in national security and defense.

Keywords: Love of work, military resilience, work engagement, Indonesian Air Force

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Introduction

Occupation holds significant importance in human life, particularly in high-risk professions that demand specialized skills. One such occupation is serving as an Air Force special forces member, commonly known as *Kopasgat*. The Air Force special forces, previously referred to as *Korpsaskhas*, have recently been renamed *Kopasgat* (*Komando Pasukan Gerak Cepat* "Quick Reaction Forces Command"). *Kopasgat* is an elite combat unit within the Air Force that possesses three Matra capabilities: air, sea, and land (Adryamarthanino, 2022). *Kopasgat* plays a crucial role in enhancing and

safeguarding the territorial sovereignty of the Unitary State of the Republic of Indonesia. *Kopasgat* is capable of executing combat landings in enemy areas or as a strike force and can be deployed in diverse terrains such as forests, cities, swamps, rivers, and even the sea. *Kopasgat* is responsible for various military operations duties, functions, and roles, including overseeing rescue missions conducted by the 462nd Commando Battalion SAR (Search and Rescue) Team. *Kopasgat* evacuated the Jambi Police Chief and his entourage from Taniai Hill in Batang Merangin, Kerinci, Jambi Province, following a helicopter accident (Wibawana, 2023).

Kopasgat possesses unique tasks that distinguish it from other TNI combat paratroopers. These tasks, known as Operation Establishment and Operation of Front Air Base (OP3DUP), involve the capture and defense of a base, the coordination of aircraft landings, and the deployment of friendly troops. *Kopasgat* is an Indonesian Air Force combat unit that possesses capabilities in air, sea, and land operations (Adryamarthanino, 2022). *Kopasgat* normally shares similar duties and responsibilities with other combat units. However, it possesses unique tasks that distinguish it from other forces. These include Air Base Seizure and Control Operations (OP3U), Air Defense Operations, Strategic Defense Equipment Security Operations, Special Operations, Air Pirate Countermeasures Operations, and other combat operations as directed by the TNI Commander's directives (Aulia, 2019). *Kopasgat* has the motto "*Karmanye Vadikaraste Mafalesu Kadatjana*," which means working without calculating profit and loss (Aulia, 2019).

The previous explanation indicates that *Kopasgat* members are assigned demanding main tasks coupled with highly risky assignments. A recent task risk at *Kopasgat* involved the shooting of personnel by KKB during their security operation at Aminggiru Airport in Ilaga, Papua (Malik & Hasibuan, 2022). The following incident is that during the rehearsal of the 70th TNI AU Anniversary ceremony at Halim Perdanakusuma Main Air Base, two soldiers from the 461st Commando Battalion of the TNI AU Special Forces tragically lost their lives. The incident occurred when the soldier's parachute became entangled, preventing him from fully expanding. As a result, he fell onto the roof of a nearby resident's house. Additionally, another soldier, who initially landed safely, was struck by a strong gust of wind during the landing, resulting in severe injuries and eventually leading to death (Bata & Wardi, 2016).

Referring to the existing phenomenon, the profession of *Kopasgat* is characterized by high work demands and significant job consequences or risks. High work demands and job risks may have a

negative impact on individual work engagement (Aulia & Adiono, 2021). This statement aligns with Bakker and Demerouti's (2008) findings that high work demands impact employees' work engagement within an organization. Bakker and Leiter (2010) define work engagement as a motivational construct motivating individuals to achieve challenging goals. In addition, Bakker et al. (2011) further elucidated that work engagement refers to individuals' high enthusiasm, willingness to invest significant time and effort, and ability to derive value and enjoyment from their work, enabling them to maintain focus and dedication. Meanwhile, Schaufeli et al. (2002) define work engagement as a positive and satisfying mindset toward one's work, characterized by vigor, dedication, and absorption.

Xanthopoulou et al. (2013) state that individuals with high work engagement exhibit high levels of energy, enthusiasm, and immersion in their activities, resulting in increased work performance and productivity. Work engagement is strongly associated with commitment, passion, and enthusiasm, characterized by preparedness and concentrated effort (Schaufeli & Bakker, 2010). According to a study conducted by Al Otaibi et al. (2022), enhancing work engagement has been found to result in favorable work attitudes and decreased turnover rates. Moreover, individuals with strong work engagement exhibit sustained focus and concentration, even when they face challenging tasks, perceive their work as a noble profession, and immensely enjoy it (Sukoco et al., 2021). In contrast, individuals with low work engagement frequently encounter burnout in their work (Xanthopoulou et al., 2013). Moreover, individuals who experience a sense of disengagement in their professional roles often exhibit a decline in their motivation levels, reduced job satisfaction, and diminished performance in fulfilling their assigned tasks (Schaufeli & Bakker, 2003). Hence, the significance of work engagement lies in its dual role, encompassing the enhancement of individual human capital and cultivating unwavering dedication towards work (Kresna, 2022).

Examining further work engagement, influential factors are identified as job resources and personal resources (Bakker et al., 2011). Job resources are external factors that individuals acquire while they are employed (Xanthopoulou et al., 2013). Job resources can take various forms, such as autonomy, social support, supervisory coaching, and opportunities for professional development (Xanthopoulou et al., 2007). Personal resources refer to individuals' perceptions of their capacity to achieve success through exerting control and influence over their surroundings (Xanthopoulou et al., 2013).

Personal resources can take the form of self-efficacy, self-esteem, optimism, resilience (Xanthopoulou et al., 2007), and emotional competence (Lorente et al., 2014). Love is considered to be one of the

manifestations of emotional competence. This study focuses on work-related love. The cultivation of a strong work ethic is deemed crucial for members of *Kopasgat*, the special forces unit within the Air Force. This finding is consistent with Aulia et al. (2019) study on elite troops that the fundamental aspect of occupational devotion is characterized by sacrifice. Individuals who choose to pursue a career in special forces must demonstrate a willingness to make sacrifices in service to the Republic of Indonesia. The discussed sacrifice pertains to submitting individuals' life and physical well-being (Aulia et al., 2019).

Building upon the previous explanation of various factors that impact work engagement, this study explicitly examines the psychological attribute of love of work, which is assumed to impact work engagement. According to Uusiautti and Määttä (2011), love is perceived as an emotion characterized by affection and a deep personal connection. Kelloway et al. (2010) defined love of work as a conceptualization of Sternber's (1986) love triangle theory, which includes intimacy, passion, and commitment. According to Aulia et al. (2019), the love of work is a mutually positive emotional connection between individuals and their occupations. It is characterized by a deep and meaningful relationship involving sincere sacrifice in the execution of their work.

A study conducted by Aulia and Adiono (2021) examines the impact of work engagement on work engagement among police officers. This implies that the stronger an individual's passion for work, the greater their sense of comfort and attachment to their work. This study demonstrates that personal resources, specifically an individual's love for their work, positively influence their level of work engagement. Perwira et al. (2021) conducted research supporting that individuals with a strong affinity for their jobs tend to display a positive demeanor during work. This is rooted in the positive emotions that arise from an individual's passion for their work. Despite encountering challenges and risks, individuals exhibit persistence and enthusiasm at work, as suggested by the vigor dimension proposed by Schaufeli and Bakker (2003). They also experience a sense of pride and meaning in their work, as indicated by the dedication dimension offered by Schaufeli and Bakker (2003). Additionally, they become deeply engaged in their work, as described by the absorption dimension proposed by Schaufeli and Bakker (2003). Individuals with a strong love for their work tend to develop a stronger attachment to the job.

In addition to love of work, resilience is considered a potential factor affecting work engagement. Resilience is crucial for members of *Kopasgat*. High resilience enables individuals to effectively navigate

and adapt to various positive or negative circumstances, thereby ensuring their survival. This statement aligns with the findings of Mase and Tyokyaa (2014), who suggest that individuals with high levels of resilience can successfully navigate and overcome various adverse circumstances. Anisman (2015) found that highly resilient individuals possess problem-solving skills, respond effectively to danger signs, maintain a positive outlook on life, and demonstrate adaptability in all kinds of change and resilience. Therefore, resilience is believed to influence the level of attachment individuals have to their work.

According to Reivich and Shatte (2002), resilience refers to an individual's capacity to effectively recover from difficult life events by acquiring knowledge and adapting to similar situations in the future. According to Connor and Davidson (2003), resilience refers to an individual's capacity to effectively cope with challenging or distressing circumstances using positive thinking strategies. According to McEwen (2011), resilience is the capacity to endure and overcome challenges and adverse circumstances, while also being able to adjust and thrive in the face of change and uncertainty. Siebert (2005) conveys that individuals with low resilience display inflexibility, disorganization, and reduced adaptability in unfavorable situations. In addition, Khairunnisa et al. (2022) found that individuals with low resilience tend to have difficulties coping with stress and adapting to work demands and pressure, ultimately leading to reduced work engagement and subpar performance.

Despite the demanding nature and inherent risks associated with their roles, it remains crucial to ascertain the level of commitment *Kopasgat* members exhibit towards their work. Understanding the significance of this information is crucial as strong work engagement has the potential to enhance motivation, improve task performance, and mitigate the likelihood of individuals experiencing burnout. Hence, a study can be conducted to assess the work engagement of *Kopasgat* members, including the factors that impact their work engagement, such as the work environment, leadership, and the balance between work and personal life demands. This research has the potential to offer valuable insights for enhancing the performance and job satisfaction of *Kopasgat* members while also ensuring the organization's sustainability.

³ Based on the above explanation, it is evident that the love for one's job and the ability to persevere are significant elements that might influence individuals' emotional connection to their work. Additionally, the limited amount of academic research undertaken on military personnel, particularly those belonging to elite units, is the primary factor contributing to the lack of knowledge regarding

work engagement within the context of military organizations. For this reason, this research aims to address the current knowledge gap by offering insights and comprehension on work engagement inside elite military units. Researchers posit that personal traits, such as a strong love for one's work and the possession of resilience, among *Kopasgat* members, may serve as stimulants for developing a profound attachment between individuals and their profession. Hence, the primary objective of this research is to empirically investigate the impact of the love of work and resilience on *Kopasgat* members' work engagement at Air Defense Detachment XXX.

Method

Design

This study is quantitative research. Subsequently, the method applied is correlation.

Participants

The study population consisted of members of *Kopasgat* at Air Defense Detachment XXX. The members of Air Defense Detachment XXX, known as *Kopasgat*, are organized into several sections, including intelligence, operations, personnel, logistics, health, administrative affairs, Air Attack Repelling, and headquarters battery. This study employed purposive sampling, a non-probability sampling technique. Purposive sampling is a method of sample selection based on specific criteria (Sugiyono, 2013). Additionally, the researchers utilize purposive sampling techniques due to the need to maintain confidentiality regarding the data related to the number of *Kopasgat* members, which cannot be publicly disclosed. Consequently, this sampling technique is employed as the sole feasible option. The research focused on *Kopasgat* members who served in the PSU Battery unit at Air Defense Detachment XXX. The researcher selected the PSU Battery Unit at Air Defense Detachment XXX due to its higher workload and work demands than other units, as it is frequently assigned to field operations. According to Schaufeli and Bakker (2004), it can be posited that high work demands have the potential to impact an individual's level of work engagement. Consequently, it is reasonable to infer that the presence of high work demands within the PSU Battery unit may increase the likelihood of disengagement. Hence, choosing the PSU Battery Unit as a representative sample in this study will enhance the fidelity of the field circumstances. A total of 127 individuals were included in this investigation, meeting the specified criteria.

Measurement

The measurement instrument employed in this investigation utilizes a Likert scale framework. This study employed three measuring instruments for data collection: the Utrecht Work Engagement Scale (UWES) modified by Aulia (2018), the love of work scale constructed by Aulia and Adiono (2021), and the resilience scale compiled by Aulia et al. (2022). The validity and reliability of the Utrecht Work Engagement Scale (UWES) measuring instrument, as adapted by Aulia (2018), were assessed on a sample of *Kopasgat* members. The results indicated strong validity and reliability coefficients, a validity coefficient of $V = 0.76$, and a reliability value of $\alpha = 0.859$. The love of work measurement instrument, as assessed by Aulia and Adiono (2021), demonstrates high validity and reliability among *Kopasgat* members. Specifically, the validity coefficient is reported to be $V = 0.814$, while the reliability coefficient is $\alpha = 0.899$. Subsequently, Aulia et al. (2022) conducted validity and reliability assessments on the resilience scale administered to *Kopasgat* members. The results indicated strong validity and reliability coefficients, specifically $V = 0.889$ and $\alpha = 0.843$.

Based on the outcomes of the validity and reliability assessments conducted, it is evident that the three measuring instruments, the Utrecht Work Engagement Scale (UWES), the love of work scale, and the resilience scale, exhibit both validity and reliability. Consequently, these instruments are deemed appropriate for implementation as research scales, as they satisfy the criteria for reliable measurement tools.

Procedure

The very first step undertaken by the researcher involves acquiring research authorization from the relevant offices. The researcher obtained approval for their research permit by submitting a letter to the Dean of the Faculty of Psychology at Ahmad Dahlan University. The letter was addressed to Air Defense Detachment XXX *Kopasgat*. On October 21, 2022, the researcher submitted the research permit to Air Defense Detachment XXX *Kopasgat*. The official granted permission for a research study on the members of *Kopasgat* at Air Defense Detachment XXX. The researchers concurrently developed three research measuring instruments: the work engagement scale, the love of work scale, and the resilience scale—the process of data collecting involved disseminating the scale in physical form to Air Defense Detachment XXX. Furthermore, the researcher additionally developed an informed consent document that the participants could complete before they decided to complete the research questionnaire.

Data Analysis

The analytical approach employed in the present study involves utilizing multiple linear regression analysis tools. The objective is to assess the impact of two or more independent variables on a single dependent variable.

Result

The study yielded demographic data that aimed at providing a comprehensive overview of the research sample's characteristics, including gender, age, duration of service, highest level of education, position, rank, marital status, and salary/income. Table 1 displays the demographic data.

The demographic data indicates that the research sample's tenure can be categorized into six groups. These groups consist of 7 samples with a tenure of 1-5 years, 4 samples with a tenure of 6-10 years, 49 samples with a tenure of 11-15 years, 32 samples with a tenure of 16-20 years, 19 samples with a tenure of 21-25 years, 13 samples with a tenure of 26-30 years, and 3 samples with a tenure of 31-35 years. The findings indicate that most members have 11-15 years of service, with a total of 49 individuals falling within this range. The data description suggests that there is a positive correlation between the length of service of *Kopasgat* members and their work engagement. The findings shown here are consistent with the viewpoint expressed by Kurniawati (2014), which suggests that there is a positive correlation between the duration of an individual's tenure in an organization and their level of work engagement. This phenomenon arises as a result of the individual's prolonged exposure to the work environment, leading to a sense of comfort and suitability in their professional role.

Table I
Demographic Data

No	Classification	N	Percentage (%)
1	Gender		
	Male	127	100.00
	Female	0	0.00
2	Age ranges		
	21 – 30 years old	14	11.02
	31 – 40 years old	73	57.48
	41 – 45 years old	40	31.50
3	Length of service		
	1 – 5 years	7	5.51
	6 – 10 years	4	3.15
	11 – 15 years	49	38.58
	16 – 20 years	32	25.20
	21 – 25 years	19	14.96
	26 – 30 years	13	10.24
	31 – 35 years	3	2.36
4	Education		
	High School	67	52.76
	Vocational High School	60	47.24
5	Position		
	Optical sight	10	7.87
	Operator/Transporter	14	11.02
	BaK missiles	45	35.43
	BaK cannon	24	18.90
	Radar	34	26.77
6	Ranks		
	Second Lieutenant	1	0.79
	Sergeant Major	10	7.87
	Chief Sergeant	14	11.02
	First Sergeant	6	4.72
	Second Sergeant	23	18.11
	Chief Corporal	7	5.51
	First Corporal	19	14.96
	Second Corporal	37	29.13
	Chief Private	4	3.15
	First Private	6	4.72
7	Base salary		
	IDR 1,500,000-IDR 1,999,000	6	4.72
	IDR 2,000,000-IDR 2,499,000	23	18.11
	IDR 2,500,000-IDR 2,999,000	55	43.31
	IDR 3,000,000-IDR 3,499,000	26	20.47
	IDR 3,500,000-IDR 3,999,000	17	13.39
8	Marital Status		
	Not yet married	9	7.09
	Married	118	92.91

Subsequently, the researchers performed an initial assumption test, including normality, linearity, and multicollinearity tests. The normality test utilizes unstandardized residuals to calculate a normality index (KS-Z) of 0.674, which is found to have a significance level (p) of 0.754 ($p > 0.05$). The findings

of this study demonstrate that the regression model utilized exhibits a residual value that follows a normal distribution. This is evidenced by the absence of any disparity in the data distribution between the sample and the population, indicating that the sample employed is representative of the population. The linearity test results show a significant linear relationship ($p < 0.05$) between the work engagement and love of work variables. The p-value for linearity is 0.000, suggesting a strong linear association. Additionally, the deviation from linearity has a p-value of 0.239 ($p > 0.05$), indicating that a straight line adequately represents the relationship between the variables. Overall, it can be concluded that the work engagement and love of work variables are linearly and ideally connected. The correlation coefficient (r) between the work engagement variable and the resilience variable is 0.000 ($p < 0.05$), indicating a significant linear relationship. Additionally, the deviation from linearity (p) is 0.002 ($p < 0.05$), suggesting that the linear relationship between the two variables is not ideal. The multicollinearity test indicates that the independent research variables, love of work and resilience, have a tolerance value of 0.256 (>0.1) and a VIF value of 3.912 (<10), suggesting the absence of multicollinearity among the independent variables. In the regression model of this study, there is no significant relationship between the love of work variable and the resilience variable.

Following the completion of the assumption test, a series of hypothesis tests were performed on a sample size of 127 individuals of *Kopasgat* members. These tests were focused on examining the presence of multiple linearity. The findings from the multiple regression analysis indicate that the R coefficient value is 0.848, the R square value is 0.719, and the F value is 158.712. The significance level (p) is 0.000 ($p < 0.01$), suggesting a high level of statistical significance. This study confirms the primary hypothesis, which posits a substantial correlation between work engagement and resilience and its impact on the *Kopasgat* members' work engagement at Air Defense Detachment XXX.

This study encompasses two minor hypotheses. The first minor hypothesis posits that there exists a positive correlation between an individual's passion for their work and their level of work engagement. The second minor hypothesis suggests that there is a positive relationship between an individual's resilience and their level of work engagement. As indicated in Table 1, the first hypothesis has a value of $\beta=0.588$, $t=6.245$, and a significance level (p)= 0.000 ($p < 0.01$), indicating acceptance of the hypothesis. A notable and favorable correlation exists between love of work and work engagement among *Kopasgat* Air Defense Detachment XXX members. This means that the more their love of work, the greater their work engagement of *Kopasgat* Air Defense Detachment XXX members, and vice versa. The second minor hypothesis was found to have a significant positive

relationship with a value of $\beta=0.287$, $t=3.049$, and a significance level (p) = 0.003 ($p<0.01$), indicating that the hypothesis is supported. It can be concluded that there is a significant influence between resilience and work engagement among *Kopasgat* Air Defense Detachment XXX members. The combined psychological attributes of work love and resilience account for a significant 71.9% contribution to work engagement.

Table 2
Means, SD, intercorrelation

Var.	Total Items	Hypothetical Score			
		Min.	Max.	μ	σ
Y	18	0	72	36	12
X1	20	0	80	40	13.333
X2	155	0	60	30	10

Tabel 3
Standardized beta coefficient

Variable	β	t	Sig.
Love of work-work engagement	0.588	6.245	0.000
Resilience-work engagement	0.287	3.049	0.003

Table 4 demonstrates that no *Kopasgat* members are categorized as having very poor or low work engagement. The categorization results indicate that 3 research samples (2.4%) have work engagement in the medium category. In comparison, 47 samples (37%) have work engagement in the high category, and 77 samples (60%) have work engagement in the very high category. The categorization results indicate that no *Kopasgat* members are classified as having a very poor or low level of love for their work. The categorization results suggest that only one or 0.8% of the research sample falls into the moderate category for love of work. Of the research samples, 36 (28.3%) exhibited a high level of passion for work, while 90 (70.9%) exhibited a very high level of love for work. Regarding resilience, the categorization results indicate that no members of *Kopasgat* fall into the very poor and low categories. The categorization results suggest that 2 research samples (1.6%) exhibit moderate levels of resilience. Of the total research samples, 25 (19.7%) exhibit high resilience, while 100 (78.7%) demonstrate extremely high resilience.

Table 4

Categorization of work engagement, Love of work, and resilience

Variable	Categorization	Total	%
Work engagement	Very Poor	0	0%
	Low	0	0%
	Medium	3	2.4%
	High	47	37%
	Very high	77	60%
Love of work	Very Poor	0	0%
	Low	0	0%
	Medium	1	0.8%
	High	36	28.3%
	Very high	90	70.9%
Resilience	Very Poor	0	0%
	Low	0	0%
	Medium	2	1.6%
	High	25	19.7%
	Very high	100	78.7%

Discussion

The findings of the conducted multiple regression analysis, concerning their love of work and resilience indicate a strong and statistically significant impact of work engagement among *Kopasgat* Air Defense Detachment XXX members. The combined psychological factors of love of work and resilience significantly contribute 71.9% to the level of work engagement. This finding indicates that a significant proportion, specifically 28.1%, of the overall impact on work engagement stems from variables that have not been examined or addressed in the present study.

Based on the conducted hypothesis testing, it is concluded that the first minor hypothesis, which states that the love of work affects the work engagement of *Kopasgat* Air Defense Detachment XXX members, can be accepted. This implies that there is a positive relationship between the level of love of work and work engagement among the members of *Kopasgat* Air Defense Detachment XXX. The psychological attribute of love of work contributes significantly, accounting for 49.10% of work engagement. The categorization analysis of the love of work was conducted on 127 samples of *Kopasgat* Air Defense Detachment XXX members in the PSU Battery unit. The results indicate that 90 samples (70.9%) exhibit a very high love of work, 36 samples (28.3%) demonstrate a high love of work, 1 sample (0.8%) displays a medium love of work, and none of the samples fall into the very poor or low love of work categories. The findings suggest that the strong work engagement observed

among *Kopasgat* Air Defense Detachment XXX members is associated with a significant level of love of work.

This study's findings suggest that their love of work influences work engagement among *Kopasgat* Air Defense Detachment XXX members. This is evident in the positive attitude, sense of pride and purpose, and deep engagement exhibited by *Kopasgat* members in their work despite the considerable challenges and risks involved. Individuals with a strong attachment to their work exhibit positive emotions, such as happiness and pride, while working. They also experience a sense of immersion and demonstrate enthusiasm in the face of high work demands. Additionally, they prioritize their work even when faced with less-than-ideal conditions. And lastly, they feel comfortable and engaged in their work, resulting in a perception that time spent working passes quickly. Schaufeli and Bakker (2003) proposed these dimensions of work engagement.

Kopasgat members who possess a genuine passion for their jobs tend to approach assigned tasks with a positive outlook, fostering enthusiasm toward their work. Furthermore, individuals belonging to *Kopasgat* who possess a strong love for their occupations exhibit a favorable outlook toward their work, leading them to prioritize professional responsibilities over their private interests. Additionally, individuals who are members of *Kopasgat* and possess a strong sense of identity tend to exhibit a higher level of emotional attachment and job satisfaction. These indications align with Hazan and Shaver's (1990) definition of love of work as a concept characterized by intense positive emotions towards one's job, including a strong identification with the job, perceived work satisfaction, and emotional attachment to colleagues or the organization. The affinity experienced by *Kopasgat* members fosters a strong sense of engagement with their work. This is evident through their enthusiasm, prioritization of work over personal interests, and ability to feel comfortable despite facing high demands and challenges (Schaufeli & Bakker, 2004).

This study's findings align with Aulia and Adiono's (2021) research on the relationship between love of work and work engagement among police personnel. This is because the higher an individual's love for work, the more comfortable and committed the individual will be to his profession. Perwira et al. (2021) found that their research on Jakarta Metropolitan Regional Police members supported the notion that work engagement is primarily influenced by the love of work, as opposed to the other variables examined in the study. This is due to the fact that individuals' attitudes, emotions, and

behaviors reveal their engagement with their work when positive emotional relationships based on a love for work are present (Perwira et al., 2021).

Kopasgat members with a strong affinity for their work experience increased job satisfaction and a heightened sense of work engagement, perceiving their roles as more challenging. Moreover, they demonstrate a willingness to exert extra effort and overcome the fear associated with their inherently risky occupations. This aligns with Bygrav's (2020) dimensions of love for work, specifically the challenge dimension. According to this dimension, individuals who love their jobs experience increased happiness, actively seek out challenges, are willing to exert extra mile and effort, and are courageous in overcoming personal fears.

This study also confirmed the second minor hypothesis, which states that resilience significantly impacts the work engagement of *Kopasgat* members. This indicates that the greater the resilience of *Kopasgat* members, the greater their commitment to their task. In contrast, a decrease in the resilience of *Kopasgat* members is associated with a reduction in their level of work engagement. According to the categorization results of the resilience variable in this study, 124 samples, or 97.64% of the research samples, belong to the high resilience category. In comparison, 3 samples (2.36%) belong to the medium resilience category. Furthermore, resilience provides a 38.99% effective contribution to the work engagement variable. This finding suggests that the resilience variable has a stronger impact on work engagement than the other independent variables examined. In summary, the abilities of *Kopasgat* members to handle stressful and challenging circumstances significantly impact their work engagement.

Members of *Kopasgat* with high resilience demonstrate the capacity to effectively manage workplace pressure, challenges, and stress more adaptively. This ability is attributed to the members' high tolerance for negative influences, effective management of challenging situations, and sufficient competence and skills. The high tolerance for negative influences and effective coping skills exhibited by *Kopasgat* members can enhance their work engagement, as they perceive themselves capable of overcoming obstacles and personal growth within a demanding work environment. Moreover, possessing a high tolerance for negative affect enables *Kopasgat* members to adopt a positive mindset and optimistic thinking when confronted with challenging circumstances. This ability serves to mitigate the negative impacts of stress and pressure within the workplace. Hence, members of *Kopasgat* who possess resilience tend to exhibit strong attachment and commitment to their work. This aligns with

the viewpoints of Siliyah and Hadi (2021) and Black et al. (2017). According to Siliyah and Hadi (2021), resilient individuals possess the capacity to effectively analyze situations, make wise responses, and find effective solutions to workplace challenges. Consequently, individuals can overcome challenges, demonstrate initiative, assume responsibility, and work autonomously. This viewpoint is supported by Black et al.'s. (2017) research findings indicate that highly resilient individuals are more capable of adapting and recovering from stress and trauma. Resilient individuals possess a strong capacity to withstand the negative effects of work-related challenges, thereby diminishing their susceptibility to stress-induced reactions in the workplace.

Based on the previous explanation, it can be inferred that resilience affects *Kopasgat* members' work engagement. Their adeptness demonstrates this in effectively regulating emotions and adapting to high-stress and unpredictable situations while displaying a strong commitment to their assigned duties through focused attention and unwavering enthusiasm. The *Kopasgat* members exhibit a belief in their capacity to regulate their emotions and navigate high-pressure situations effectively. This belief contributes to cultivating positive energy, which enhances their perseverance when confronted with professional demands and uncertainties. The possession of this skill generates a sense of engagement among *Kopasgat* members, as seen by their enthusiastic approach, diligence, and concentration in the execution of their tasks. This aligns with the viewpoint expressed by Mase and Tyokyaa (2014), arguing that persons possessing a high level of resilience demonstrate the capacity to sustain their psychological and emotional equilibrium, enabling them to manage diverse adverse circumstances effectively. In addition, Khairunnisa et al. (2022) found that highly resilient individuals can effectively manage stress and uncertainty in their work, enabling them to successfully meet their objectives, even in challenging circumstances. Furthermore, Wang et al. (2017) support the notion that resilient individuals can adapt to uncertainty and cope with work-related stressors effectively. Effective stress coping is essential for individuals to maintain productivity and prevent the arrival of physical and mental fatigue, which can have a negative impact on work engagement.

The results of this study align with several prior researches, as conducted by Astika and Saptoto (2016) on a sample of 63 employees from PT Komatsu Indonesia. The findings of the study indicate that there is a substantial relationship between resilience and work engagement. Individuals exhibiting high levels of resilience can effectively navigate and adapt to diverse work situations characterized by challenges, enabling them to accomplish assigned tasks proficiently. The results presented here are consistent with the findings reported by Anisman (2015), which suggest that an individual's level of

resilience can significantly impact their capacity to effectively navigate challenges, manage stressful circumstances, maintain a positive outlook on life, and successfully adapt to workplace changes. In addition, Meynaar et al. (2021) supported Anisma's (2015) assertion that individuals with high levels of resilience are more likely to fully exert their abilities in overcoming not only the pressures and obstacles that are common in the workplace but also the work burden that is encountered. In other words, the greater an individual's level of resilience, the greater his or her ability to adapt to the job demands and the shifting work environment. Therefore, it is reasonable to infer that resilience can positively affect work engagement.

Furthermore, the results obtained from this research contribute to the existing literature on work engagement by investigating the influence of both love of work and resilience as separate yet interrelated predictors of this construct. The concept of love for work encompasses the experience of pleasant feelings that arise from finding delight and significance in one's work. On the other hand, resilience refers to the personal attributes and capabilities that empower individuals to recover from setbacks and sustain their progress. By examining the relationship between these two variables and work engagement, this study illustrates how diverse aspects of an individual's emotions and attitudes can contribute to a positive work experience. Moreover, comprehending the determinants of work engagement enables military leaders and psychologists to devise strategies that foster and maintain this crucial element of job satisfaction and performance. They can, for example, design training programs that promote members' love of work and resilience, provide social support and recognition to boost motivation and coping, and build a good work environment that promotes attachment and teamwork.

Conclusion

The study's findings indicate that the combination of love of work and resilience significantly influences work engagement among *Kopasgat* members, contributing to a substantial contribution of 71.9%. Work engagement is partially influenced by a love of work, which effectively contributes 49.10%. Furthermore, it is worth noting that resilience significantly impacts work engagement, contributing effectively to a substantial 22.79%. Another study finding indicates that numerous *Kopasgat* members exhibit a high level of work engagement. This finding contradicts prior research suggesting that high job demands influence work engagement levels. This study found that despite facing high job demands, members of *Kopasgat* exhibited a strong sense of work engagement. This study presents empirical evidence supporting the significance of promoting work engagement among Air Force members in

high-risk combat units through cultivating a love of work and resilience. The results indicate that individuals with a high love of work and adaptability are more likely to exhibit full absorption, dedication, and passion toward their work. This has implications for enhancing individual and organizational performance and improving the well-being and retention of valuable personnel in a demanding and competitive work environment.

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