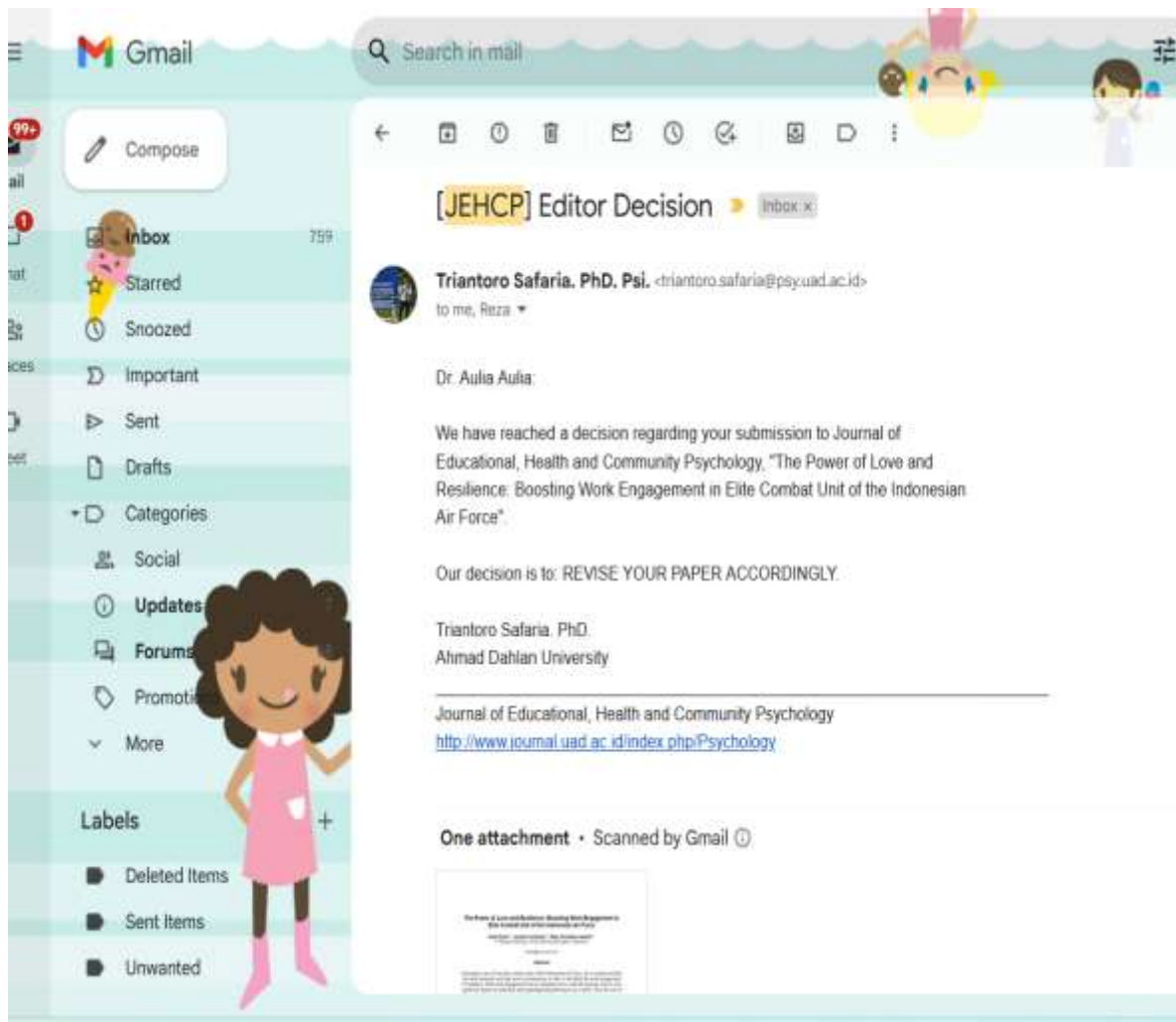


**Email 1: Hasil revidi dari Reviewer pada tanggal 23 Agustus 2023**



## **LAMPIRAN 1 HASIL REVIU**

# 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 that has work demands and high work consequences or risks, it will affect the work engagement of members. While work engagement has an important role in work life because it has a very significant impact on individual and organizational performance as a whole. Thus the aim of this research is to test empirically the effect of love of work and resilience on work engagement. This study uses a quantitative approach with a correlation design. The population in this study were members of the *Kopasgat* Denhanud 474 Yogyakarta. The sampling technique used in this study was a purposive technique, so that the sample in this study were 127 members of the Yogyakarta Special Forces Denhanud 474 who were 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 results of multiple linear regression analysis 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 have a very significant influence on the work engagement of members of the *Kopasgat* Denhanud 474 Yogyakarta. 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

## Pendahuluan

Pekerjaan menjadi salah satu hal penting dalam kehidupan manusia, dan salah satu jenis pekerjaan yang memiliki resiko tinggi dan membutuhkan kemampuan khusus, yaitu pekerjaan sebagai anggota pasukan khusus TNI AU atau *Kopasgat*. Pasukan khusus Angkatan Udara atau yang dulu dikenal dengan *Korpaskhas* kini telah berganti nama menjadi *Kopasgat* (Komando Pasukan Gerak Cepat). *Kopasgat* merupakan unit tempur pasukan elit TNI AU yang memiliki tiga kemampuan matra yaitu udara, laut dan darat (Adryamarthanino, 2022). *Kopasgat* memiliki peranan penting dalam memperkuat dan menjamin kedaulatan wilayah teritorial Negara Kesatuan Republik Indonesia. *Kopasgat* dipersiapkan untuk melakukan pendaratan tempur dalam menghadapi musuh atau sebagai pasukan pemukul musuh yang harus siap diterjunkan dalam berbagai medan baik di hutan, kota, rawa, sungai bahkan laut.

*Kopasgat* memiliki ciri khas tugas tambahan yang tidak dimiliki oleh satuan penerjun tempur TNI lainnya yaitu Operasi Pembentukan dan Pengoperasian Pangkalan Udara Depan atau yang disingkat dengan OP3DUP, yaitu merebut dan mempertahankan pangkalan kemudian menyiapkan pendaratan pesawat serta penerjunan pasukan kawan. *Kopasgat* merupakan satuan tempur yang dimiliki TNI AU yang berkemampuan di tiga matra, yaitu udara, laut, dan darat (Adryamarthanino, 2022). Secara umum tugas dan tanggung jawab *Kopasgat* sama dengan satuan tempur lainnya, namun pasukan ini memiliki ciri khas tugas tambahan yang tidak dimiliki pasukan lain, yaitu Operasi Perebutan dan Pengendalian Pangkalan Udara (OP3U), Operasi Pertahanan Udara, Operasi Pengamanan Alutsista Strategis, Operasi Khusus dan Operasi Penanggulangan Bajak Udara serta operasi tempur lainnya sesuai dengan kebijakan Panglima TNI (Aulia, 2019). Selain itu, *Kopasgat* memiliki semboyan "*Karmanye Vadikaraste Mafalesu Kadatjana*" yang artinya bekerja tanpa menghitung untung dan rugi (Aulia, 2019).

Berdasarkan pemaparan sebelumnya menunjukkan bahwa tugas pokok yang harus diemban oleh anggota *Kopasgat* dapat dikatakan sangat berat, selain itu tugas yang harus dilakukan pun memiliki

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resiko yang tinggi. Salah satu bentuk resiko tugas dari Kopasgat yang terjadi dalam waktu dekat ini adalah tertembaknya personel Kopasgat oleh KKB saat mengamankan Bandara Aminggiru, Ilaga, Papua (Malik & Hasibuan, 2022). Selanjutnya, yakni meninggalnya dua penerjun dari Batalion Komando 461 Pasukan Khas TNI AU saat melakukan terjun payung bebas pada gladi resik upacara HUT ke-70 TNI AU di Pangkalan Udara Utama TNI AU Halim Perdanakusuma karena tali parasut yang digunakan terbelit sehingga tidak mengembang sempurna dan kemudian jatuh di atap rumah warga, serta satu perajurit lainnya yang mendarat sempurna tetapi pada saat pendaratan terdapat angin besar sehingga terbentur dan terluka parah sebelum kemudian meninggal (Bata & Wardi, 2016).

Mengacu pada fenomena yang ada, dapat dilihat bahwa profesi sebagai Kopasgat memiliki tuntutan kerja yang tinggi serta konsekuensi atau resiko pekerjaan yang tinggi pula. Sementara, tuntutan kerja yang tinggi dan resiko pekerjaan yang tinggi akan berpengaruh terhadap keterikatan kerja individu (Aulia & Adiono, 2021). Hal tersebut sesuai dengan yang disampaikan oleh Bakker dan Demerouti (2008) bahwa tuntutan kerja yang tinggi akan berpengaruh pada keterikatan kerja anggota organisasi.

Berbicara tentang keterikatan kerja, Bakker dan Leiter (2010) menjelaskan keterikatan kerja sebagai sebuah konsep motivasi dimana individu merasa terdorong dalam mencapai tujuan yang menantang. Selain itu, Bakker *et al.* (2011) turut menjelaskan bahwa keterikatan kerja adalah bagaimana individu menjalani pekerjaannya dengan semangat tinggi serta mau memberikan waktu dan usaha yang besar, menjadikan pekerjaannya sebagai hal yang berharga dan menjadikan pekerjaan sebagai hal yang menyenangkan sehingga dapat memusatkan konsentrasi pada pekerjaannya. Sementara menurut Schaufeli *et al.* (2002) keterikatan kerja merupakan keadaan pikiran yang positif dan memuaskan terhadap pekerjaannya yang ditandai dengan adanya *vigor*, *dedication*, dan *absorption*.

Xanthopoulou *et al.* (2013) menyatakan bahwa individu dengan keterikatan kerja yang tinggi cenderung akan mempunyai semangat yang tinggi dalam bertugas, mempunyai antusiasme saat bertugas, dan seringkali terbenam dengan aktivitasnya, sehingga individu tersebut menunjukkan performa kerja yang tinggi dan produktivitas yang tinggi. Selanjutnya, keterikatan kerja berkaitan erat dengan komitmen, gairah, antusiasme dan identik dengan keadaan siap, serta upaya fokus pada energi seseorang (W. B. Schaufeli & Bakker, 2010). Sebaliknya, jika individu memiliki keterikatan kerja yang rendah kerap kali mengalami *burnout* dalam pekerjaannya (Xanthopoulou *et al.*, 2013). Berikutnya jika seseorang merasa tidak terikat atau disengaged dengan pekerjaannya maka cenderung kehilangan motivasi untuk bekerja, memiliki lebih sedikit kebahagiaan di tempat kerja dan kurang optimal dalam melaksanakan tugas (Schaufeli & Bakker, 2003).

Mengkaji lebih dalam mengenai keterikatan kerja, ada beberapa faktor yang memengaruhi keterikatan kerja, yakni *job resource* dan *personal resource* (Bakker *et al.*, 2011). *Job resource* atau sumber daya kerja merupakan salah satu faktor ekstrinsik yang diperoleh individu ketika berada di tempat kerja (Xanthopoulou *et al.*, 2013). Beberapa bentuk sumber daya kerja diantaranya *autonomy*, *social support*, *supervisory coaching*, dan *opportunities for professional development* (Xanthopoulou *et al.*, 2007). Sementara *personal resource* atau sumber daya pribadi merupakan perasaan individu akan kemampuannya untuk berhasil dengan mengendalikan dan memberikan dampak terhadap lingkungan (Xanthopoulou *et al.*, 2013).

Bentuk dari sumber daya pribadi sendiri adalah *self-efficacy*, *self-esteem*, *optimism* dan *resilience* (Xanthopoulou *et al.*, 2007) serta kompetensi emosional (Lorente *et al.*, 2014). Salah satu implementasi dari kompetensi emosional yaitu cinta. Cinta yang dimaksud dalam penelitian ini adalah cinta terhadap pekerjaan. Cinta pekerjaan merupakan sesuatu hal yang penting untuk dimiliki anggota Kopasgat selaku pasukan khusus dari TNI AU. Hal tersebut sesuai dengan yang disampaikan oleh Aulia *et al.* (2019) berdasarkan hasil penelitian mereka terhadap pasukan elit menunjukkan bahwa inti dari cinta pekerjaan adalah pengorbanan. Individu yang memutuskan untuk bekerja sebagai pasukan khusus harus siap berkorban demi NKRI. Pengorbanan yang dimaksud adalah pengorbanan hidup dan fisik mereka (Aulia *et al.*, 2019).

Berdasarkan paparan sebelumnya bahwa banyak faktor yang memengaruhi keterikatan kerja, namun demikian pada penelitian ini fokus dari atribut psikologis yang diasumsikan memiliki pengaruh terhadap keterikatan kerja adalah cinta pekerjaan. Uusiautti dan Määttä (2011) memandang cinta sebagai emosi kasih sayang dan kelekatan personal yang kuat. Selanjutnya, Kelloway *et al.* (2010) memandang cinta pekerjaan sebagai konseptualisasi dari teori segitiga cinta Sternberg (1986) yang terdiri dari *intimacy*, *passion*, dan *commitment*. Sementara Aulia *et al.* (2019) mendefinisikan cinta

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pekerjaan sebagai hubungan emosi positif yang terjadi secara timbal balik antara individu dengan pekerjaannya, memiliki makna yang kuat dan mendalam yang ditandai dengan adanya pengorbanan yang tulus dalam melaksanakan pekerjaannya.

Penelitian yang dilakukan oleh Aulia dan Adiono (2021) menunjukkan adanya pengaruh cinta pekerjaan terhadap keterikatan kerja pada anggota polisi. Artinya, semakin besar rasa cinta individu terhadap pekerjaan, maka individu tersebut akan semakin nyaman dan terikat dengan pekerjaannya. Penelitian tersebut membuktikan bahwa personal resource dalam hal ini cinta pekerjaan berkontribusi terhadap keterikatan kerja. Pernyataan tersebut semakin diperkuat dengan penelitian yang dilakukan oleh Perwira *et al.* (2021) bahwa individu yang mencintai pekerjaannya akan menunjukkan sikap bahagia saat bekerja. Hal tersebut didasarkan pada emosi positif yang berasal dari rasa cinta individu terhadap pekerjaannya. Meskipun harus menghadapi tantangan dan risiko yang tinggi, individu tersebut akan memiliki kegigihan dan semangat yang tinggi dalam bekerja, sesuai dengan dimensi vigor yang dikemukakan oleh (Schaufeli & Bakker, 2003); merasa bangga dan bermakna dalam melaksanakan pekerjaannya, sesuai dengan dimensi dedication yang dikemukakan oleh (Schaufeli & Bakker, 2003); serta tenggelam dalam pekerjaan yang mereka lakukan, sesuai dengan dimensi absorption yang dikemukakan oleh (Schaufeli & Bakker, 2003). Oleh karena itu, ketika individu memiliki rasa cinta yang besar terhadap pekerjaannya, maka individu tersebut akan semakin terikat dengan pekerjaannya.

Selain cinta pekerjaan, faktor lain yang diasumsikan dapat memengaruhi keterikatan kerja salah satunya adalah resiliensi. Resiliensi merupakan sesuatu hal yang penting untuk dimiliki oleh anggota Kopasgat. Hal tersebut dikarenakan apabila anggota memiliki resiliensi yang tinggi maka akan mampu bertahan dalam menghadapi segala bentuk kejadian baik ataupun buruk. Hal tersebut sesuai dengan yang disampaikan oleh Mase dan Tyokyaa (2014) bahwa individu dengan resiliensi yang tinggi akan mampu bertahan dalam mengatasi segala bentuk kejadian negatif. Selanjutnya, Anisman (2015) juga turut menyatakan bahwa individu dengan resiliensi tinggi cenderung memiliki kemampuan untuk menyelesaikan masalah, merespon tanda-tanda bahaya, memiliki pandangan positif terhadap kehidupan dan mampu beradaptasi dalam menghadapi segala perubahan serta memiliki ketahanan. Oleh karena itu, resiliensi merupakan suatu hal yang penting yang diasumsikan dapat mempengaruhi tinggi ataupun rendahnya keterikatan anggota terhadap pekerjaan.

Reivich dan Shatte (2002) menjelaskan bahwa resiliensi adalah kemampuan yang dimiliki individu untuk pulih dari peristiwa kehidupan yang menyedihkan dan menantang dengan meningkatkan pengetahuan untuk beradaptasi terhadap situasi serupa di masa depan. Connor dan Davidson (2003) juga mendefinisikan resiliensi sebagai kemampuan individu untuk menghadapi kondisi kesulitan atau penderitaan yang dialaminya dengan berupaya berpikir positif. Sementara, McEwen (2011) mendefinisikan resiliensi sebagai ketahanan yang melibatkan kemampuan untuk bertahan atau mengatasi suatu kesulitan dan peristiwa yang tidak menyenangkan, serta dapat beradaptasi dengan perubahan dan ketidakpastian. Siebert (2005) menjelaskan bahwa individu dengan resiliensi yang rendah maka, cenderung kaku, tidak teratur, dan kurang dapat beradaptasi pada situasi yang kurang mendukung. Selanjutnya, Khairunnisa *et al.* (2022) turut menjelaskan bahwa resiliensi yang rendah kerap kali diikuti dengan coping stres yang kurang baik, tidak mampu beradaptasi dengan ritme pekerjaan dan tekanan sehingga mengakibatkan keterikatan kerja yang rendah dan kurangnya kualitas kinerja dari individu tersebut.

Sejauh ini, meskipun anggota Kopasgat memiliki tugas berat dan resiko pekerjaan yang tinggi, namun masih perlu diketahui seberapa besar keterikatan mereka terhadap pekerjaan yang dilakukan. Hal tersebut penting untuk diketahui karena keterikatan kerja yang tinggi dapat meningkatkan motivasi dan kinerja tugas, serta mengurangi risiko anggota mengalami burnout. Oleh karena itu, penelitian dapat dilakukan untuk mengukur keterikatan kerja anggota Kopasgat, serta faktor-faktor yang mempengaruhi keterikatan kerja mereka, seperti lingkungan kerja, kepemimpinan, dan keseimbangan antara tuntutan kerja dan kehidupan pribadi. Penelitian ini dapat memberikan wawasan yang berguna untuk meningkatkan kinerja dan kepuasan kerja anggota Kopasgat, serta menjaga keberlangsungan organisasi.

Berdasarkan uraian sebelumnya, terlihat bahwa cinta pekerjaan dan resiliensi merupakan hal faktor penting yang dapat membentuk keterikatan pekerja terhadap pekerjaan yang dilakukan. Minimnya penelitian yang dilakukan pada tantara, khususnya pada pasukan elit menjadi sebab belum adanya pemahaman terkait work engagement dalam lingkup organisasi militer. Untuk itu penelitian ini akan mengisi gap of knowledge yang ada dengan memberikan pencerahan dan pemahaman terkait work

engagement pada pasukan elit. peneliti juga berasumsi bahwa faktor pribadi yang terkait dengan cinta pekerjaan dan resiliensi yang dimiliki oleh anggota Kopasgat terhadap pekerjaannya akan mendorong terbentuknya keterikatan yang mendalam antara Anggota dengan pekerjaannya. Oleh karena itu, tujuan dari penelitian ini adalah menguji secara empirik pengaruh dari cinta pekerjaan dan resiliensi terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta.

## Metode

Penelitian ini merupakan penelitian kuantitatif dengan metode korelasi. Populasi yang digunakan pada penelitian ini merupakan anggota Kopasgat yang berada di Denhanud 474 Yogyakarta. Adapun anggota Kopasgat di Denhanud 474 Yogyakarta terdiri dari seksi intelijen, seksi operasi, seksi personel, seksi logistik, seksi bidang kesehatan, seksi urusan tata usaha, baterai Penangkis Serangan Udara dan baterai markas. Pada penelitian ini, pengambilan sampel menggunakan teknik *non-probability sampling* yaitu *purposive sampling*. *Purposive sampling* adalah metode penentuan sampel menggunakan pertimbangan-pertimbangan tertentu (Sugiyono, 2013). Selain itu, alasan peneliti menggunakan teknik sampling tersebut karena adanya kerahasiaan data terkait jumlah anggota Kopasgat yang tidak dapat dipublikasikan, sehingga pengambilan sampel hanya memungkinkan melalui teknik *purposive sampling*. Adapun kriteria sampel yang menjadi subjek penelitian adalah anggota Kopasgat yang berada di unit Baterai PSU di Denhanud 474 Yogyakarta. Alasan peneliti memilih Unit Baterai PSU di Denhanud 474 Yogyakarta adalah karena unit tersebut merupakan unit yang bertugas di lapangan lebih sering daripada unit lainnya, sehingga unit tersebut memiliki beban kerja yang lebih banyak serta tuntutan kerja yang lebih tinggi daripada unit lainnya. Sesuai dengan yang disampaikan Schaufeli dan Bakker (2004) bahwa tuntutan kerja yang tinggi dapat mempengaruhi keterikatan kerja individu, sehingga dapat diasumsikan bahwa tuntutan kerja yang tinggi pada unit Baterai PSU menyebabkan peluang terjadinya disengagement menjadi lebih tinggi. Oleh karena itu, pemilihan Unit Baterai PSU sebagai sampel pada penelitian ini akan lebih merepresentasikan kondisi yang ada di lapangan. Jumlah sampel yang memenuhi karakteristik penelitian ini berjumlah 127 orang.

Alat ukur yang digunakan pada penelitian ini menggunakan skala model *likert*. Pada penelitian ini, metode pengumpulan data menggunakan tiga alat ukur, yaitu *Utrecht Work Engagement Scale (UWES)* yang dimodifikasi oleh Aulia (2018), skala cinta pekerjaan yang disusun oleh Aulia dan Adiono (2021) serta skala resiliensi yang disusun oleh Aulia (Aulia et al., 2022). Alat ukur *Utrecht Work Engagement Scale (UWES)* yang dimodifikasi oleh Aulia (2018) telah dilakukan uji validitas dan reliabilitas pada anggota Kopasgat dan diperoleh koefisien validitas dan reliabilitas yang tinggi, yaitu  $V=0,76$  dan  $\alpha=0,859$ . Hasil uji validitas dan reliabilitas alat ukur cinta pekerjaan yang disusun oleh Aulia dan Adiono (2021) pada anggota Kopasgat juga memiliki koefisien validitas dan reliabilitas yang tinggi, yaitu  $V=0,814$  dan  $\alpha=0,899$ . Berikutnya, skala resiliensi yang disusun oleh Aulia (Aulia et al., 2022) juga telah melalui uji validitas dan reliabilitas pada anggota Kopasgat dan diperoleh koefisien validitas dan reliabilitas yang tinggi, yaitu  $V=0,889$  dan  $\alpha=0,843$ .

Berdasarkan hasil uji validitas dan reliabilitas di atas membuktikan bahwa ketiga alat ukur tersebut yaitu *Utrecht Work Engagement Scale (UWES)*, skala cinta pekerjaan, dan skala resiliensi tergolong valid dan reliabel sehingga layak digunakan sebagai skala penelitian karena telah memenuhi kaidah alat ukur yang reliabel. Berikutnya teknik analisis yang digunakan pada penelitian ini menggunakan teknik analisis linear berganda.

## Hasil

Hasil dari penelitian ini diperoleh demografi yang bertujuan untuk memberikan gambaran informasi terkait sampel penelitian yang didasarkan atas klasifikasi jenis kelamin, usia, masa kerja, pendidikan terakhir, jabatan, pangkat, status pernikahan, dan gaji/pendapatan. Adapun data demografi dapat dilihat pada tabel 1.

**Commented [ano3]:** Bagian metode di buta dalam subbab:

Desain riset  
Partisipan  
Alat ukur  
Prosedur  
Analisis data

**Tabel 1. Data demografi**

No	Klasifikasi	N	Persentase (%)
1	Jenis kelamin		
	Laki-laki	127	100,00
	Perempuan	0	0,00
2	Rentang Usia		
	21 – 30 tahun	14	11,02
	31 – 40 tahun	73	57,48
	41 – 45 tahun	40	31,50
3	Masa kerja		
	1 – 5 tahun	7	5,51
	6 – 10 tahun	4	3,15
	11 – 15 tahun	49	38,58
	16 – 20 tahun	32	25,20
	21 – 25 tahun	19	14,96
	26 – 30 tahun	13	10,24
	31 – 35 tahun	3	2,36
4	Pendidikan		
	SMA	67	52,76
	SMK	60	47,24
5	Jabatan		
	<i>Optical sight</i>	10	7,87
	Operator/Transporter	14	11,02
	Bak rudal	45	35,43
	Bak Meriam	24	18,90
	Radar	34	26,77
6	Pangkat		
	Letnan dua	1	0,79
	Sersan mayor	10	7,87
	Sersan kepala	14	11,02
	Sersan satu	6	4,72
	Sersan dua	23	18,11
	Kopral kepala	7	5,51
	Kopral satu	19	14,96
	Kopral dua	37	29,13
	Prajurit kepala	4	3,15
	Prajurit satu	6	4,72
7	Gaji pokok		
	Rp 1.500.000-Rp 1.999.000	6	4,72
	Rp 2.000.000-Rp 2.499.000	23	18,11
	Rp 2.500.000-Rp 2.999.000	55	43,31
	Rp 3.000.000-Rp 3.499.000	26	20,47
	Rp 3.500.000-Rp. 3.999.000	17	13,39
8	Status Pernikahan		
	Belum menikah	9	7,09
	Menikah	118	92,91

Berdasarkan data demografi di atas, masa kerja dari sampel penelitian dikelompokkan menjadi enam kategori, ditemukan 7 sampel dengan masa kerja 1-5 tahun, 4 sampel dengan masa kerja 6-10 tahun, 49 sampel dengan masa kerja 11-15 tahun, 32 sampel dengan masa kerja 16-20 tahun, 19 sampel dengan masa kerja 21-25 tahun, dan 13 sampel dengan masa kerja 26-30 tahun sebanyak 11 sampel, serta 3 lainnya dengan masa kerja 31-35 tahun. Berdasarkan temuan tersebut, masa kerja anggota yang paling lama terdapat di rentang 11-15 tahun dengan total 49 anggota. Hal tersebut berarti, lamanya anggota Kopasgat mengabdikan dirinya kepada pekerjaan akan memperbesar peluang anggota tersebut

untuk terikat dengan pekerjaannya. Hal tersebut sejalan dengan pendapat Kurniawati (2014) bahwa semakin lama individu bekerja di suatu organisasi, semakin besar peluang mereka merasa terikat dengan pekerjaannya. Hal ini terjadi karena individu tersebut telah terbiasa dengan lingkungan kerja dalam kurun waktu yang cukup lama, sehingga mereka merasa nyaman dan cocok dengan pekerjaannya.

Berikutnya, peneliti melakukan uji asumsi terlebih dulu yang meliputi uji normalitas, uji linearitas, dan uji multikolinearitas. Uji normalitas menggunakan *unstandardized residual* dan diperoleh diperoleh indeks normalitas (KS-Z) sebesar 0,674 dengan taraf signifikansi (p) sebesar 0,754 ( $p > 0,05$ ). Hal tersebut membuktikan bahwa model regresi pada penelitian ini mempunyai nilai residual yang berdistribusi normal karena tidak terdapat perbedaan sebaran data antara sampel dan populasi, sehingga sampel yang digunakan mampu mewakili populasi. Berikutnya, Hasil uji linearitas menunjukkan bahwa hubungan antara variabel keterikatan kerja dengan variabel cinta pekerjaan memiliki nilai *linearity* (p) sebesar 0,000 ( $p < 0,05$ ) dan nilai *deviation from linearity* (p) sebesar 0,239 ( $p > 0,05$ ), sehingga dapat disimpulkan bahwa variabel keterikatan kerja dan variabel cinta pekerjaan dapat dihubungkan dengan garis lurus (linear) dan ideal. Pada variabel keterikatan kerja dengan variabel resiliensi diperoleh nilai *linearity* (p) sebesar 0,000 ( $p < 0,05$ ) dan nilai *deviation from linearity* (p) sebesar 0,002 ( $p < 0,05$ ), sehingga dapat disimpulkan bahwa variabel keterikatan kerja dan variabel resiliensi dapat dihubungkan dengan garis lurus (linear) tetapi kurang ideal. Berikutnya pada uji multikolinearitas menunjukkan bahwa variabel bebas penelitian yakni cinta pekerjaan dengan resiliensi mempunyai nilai tolerance sebesar 0,256 ( $> 0,1$ ) dan nilai VIF sebesar 3,912 ( $< 10$ ), yang artinya tidak terjadi multikolinearitas antar variabel bebas. Oleh karena itu, pada model regresi penelitian ini variabel cinta pekerjaan dan variabel resiliensi tidak saling berhubungan.

Setelah melakukan uji asumsi maka dilakukan uji hipotesis pada 127 sampel anggota Kopasgat menggunakan uji linearitas berganda. Berdasarkan hasil analisis regresi berganda menunjukkan nilai koefisien R sebesar 0,848 nilai R square sebesar 0,719, dan nilai F sebesar 158,712 dengan taraf signifikansi (p)=0,000 ( $p < 0,01$ ) yang artinya sangat signifikan. Hal tersebut menunjukkan bahwa hipotesis mayor yang diajukan pada penelitian ini diterima, yaitu terdapat pengaruh yang sangat signifikan antara cinta pekerjaan dan resiliensi terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta.

Penelitian ini mempunyai dua hipotesis minor, yaitu hipotesis minor pertama yaitu terdapat pengaruh positif cinta pekerjaan terhadap keterikatan kerja, dan hipotesis minor kedua yaitu terdapat pengaruh positif resiliensi terhadap keterikatan kerja. Seperti yang dijelaskan pada tabel 1 di bawah, pada hipotesis pertama diperoleh nilai  $\beta=0,588$ ,  $t=6,245$ , dan sig (p)= 0,000 ( $p < 0,01$ ), yang artinya hipotesis diterima, sehingga terdapat pengaruh positif yang sangat signifikan antara cinta pekerjaan terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta. Artinya, semakin tinggi cinta pekerjaan maka semakin tinggi pula keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta, begitu pula sebaliknya. Hipotesis minor yang kedua diperoleh nilai  $\beta=0,287$ ,  $t=3,049$ , dan sig (p)= 0,003 ( $p < 0,01$ ), yang artinya hipotesis diterima, sehingga dapat disimpulkan bahwa terdapat pengaruh yang sangat signifikan antara resiliensi terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta. Atribut psikologis cinta pekerjaan dan resiliensi secara bersama-sama memberikan sumbangan efektif sebesar 71,9% terhadap keterikatan kerja.

**Tabel 1. Means, SD, intercorrelation**

Commented [ano4]: Tambahkan table ini di bab hasil riset



**Tabel 2. Standardized beta coefficient**

Variabel	$\beta$	t	Sig
Cinta pekerjaan dengan keterikatan kerja	0,588	6,245	0,000
Resiliensi dengan keterikatan kerja	0,287	3,049	0,003

Hasil kategorisasi keterikatan kerja pada tabel 2 menunjukkan bahwa tidak ada anggota Kopasgat yang memiliki keterikatan kerja dalam kategori rendah. Hasil kategorisasi menunjukkan bahwa terdapat 10 (7,87%) sampel penelitian memiliki keterikatan kerja pada kategori sedang, sementara 117 (92,13%) sampel penelitian memiliki keterikatan kerja pada kategori tinggi. Pada cinta pekerjaan, hasil kategorisasi menunjukkan bahwa tidak ada anggota Kopasgat yang berada pada kategori rendah. Hasil kategorisasi menunjukkan bahwa terdapat 3 (2,36%) sampel penelitian memiliki cinta pekerjaan pada kategori sedang, sementara 124 (97,64%) sampel penelitian memiliki cinta pekerjaan pada kategori tinggi. Begitu pula pada variabel resiliensi, yaitu hasil kategorisasi resiliensi menunjukkan bahwa tidak ada anggota Kopasgat yang berada pada kategori rendah. Hasil kategorisasi menunjukkan bahwa terdapat 3 (2,36%) sampel penelitian memiliki resiliensi pada kategori sedang, sementara 124 (97,64%) sampel penelitian memiliki resiliensi pada kategori tinggi.

**Tabel 3. Kategorisasi keterikatan kerja, cinta pekerjaan, dan resiliensi**

Variabel	Kategorisasi	Total	%
Keterikatan kerja	Tinggi	117	92,13%
	Sedang	10	7,87%
	Rendah	0	0%
Cinta pekerjaan	Tinggi	124	97,64%
	Sedang	3	2,36%
	Rendah	0	0%
Resiliensi	Tinggi	124	97,64%
	Sedang	3	2,36%
	Rendah	0	0%

**Commented [ano5]:** Dibuatkan 5 kategori agar lebih detail

yaitu  
Sangat tinggi  
Tinggi  
Sedang  
Rendah  
Sangat rendah

Gunakan mean hipotetik agar lebih menghasilkan kategorisasi yang variatif

### Diskusi

Berdasarkan hasil analisis regresi berganda yang telah dilakukan menunjukkan bahwa cinta pekerjaan dan resiliensi memiliki pengaruh yang sangat signifikan terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta. Atribut psikologis cinta pekerjaan dan resiliensi secara bersama-sama memberikan sumbangan efektif sebesar 71,9% terhadap keterikatan kerja. Hal tersebut menunjukkan bahwa 28,1% sumbangan efektif terhadap keterikatan kerja diperoleh dari atribut lain yang tidak dibahas pada penelitian ini.

Berdasarkan hasil uji hipotesis yang telah dilakukan, diperoleh kesimpulan bahwa hipotesis minor pertama dapat diterima, yang mana terbukti bahwa cinta pekerjaan berpengaruh terhadap keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta, yang artinya semakin tinggi cinta pekerjaan yang dimiliki akan berpengaruh terhadap tingginya keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta, begitu pula sebaliknya. Atribut psikologis cinta pekerjaan memberikan sumbangan efektif sebesar 49,10% terhadap keterikatan kerja. Berdasarkan hasil analisis kategorisasi cinta pekerjaan dari 127 sampel anggota Kopasgat Denhanud 474 Yogyakarta yang berada di unit Baterai PSU menunjukkan bahwa sebanyak 124 sampel (97,64%) memiliki cinta pekerjaan yang tinggi, 3 sampel (2,36%) memiliki cinta pekerjaan pada kategori sedang, dan tidak ada sampel yang memiliki cinta pekerjaan pada kategori rendah. Hal tersebut menunjukkan bahwa keterikatan kerja yang tinggi pada anggota Kopasgat Denhanud 474 Yogyakarta dipengaruhi oleh tingginya rasa cinta akan pekerjaannya.

Temuan penelitian ini menunjukkan bahwa cinta pekerjaan mempengaruhi keterikatan kerja anggota Kopasgat Denhanud 474 Yogyakarta. Hal tersebut ditunjukkan melalui sikap bahagia, perasaan bangga dan bermakna, serta hanyut dalam pekerjaan yang dilakukan anggota Kopasgat saat bekerja meskipun dengan tantangan dan risiko pekerjaan yang tinggi. Berikutnya, individu yang mencintai pekerjaannya akan menunjukkan sikap bahagia saat bekerja, merasa bangga serta merasa tenggelam dalam pekerjaan yang mereka lakukan sesuai dengan tiga dimensi keterikatan kerja yang dikemukakan

**Commented [ano6]:** Pada bagian diskusi perlu ditambahkan referensi 3 tahun terakhir

oleh Schaufeli dan Bakker (2003) yaitu perasaan semangat dalam menjalani tuntutan tugas yang tinggi, memprioritaskan pekerjaannya meskipun dalam kondisi kurang prima, serta perasaan nyaman dan hanyut dalam pekerjaan yang dilakukan sehingga tidak terasa bahwa waktu dihabiskan untuk bekerja telah berjalan lama.

Anggota Kopasgat yang mencintai pekerjaannya akan senantiasa memandang positif tugas yang diberikan sehingga merasa bersemangat terhadap pekerjaannya. Selain itu, anggota Kopasgat yang mencintai pekerjaannya cenderung memiliki persepsi positif terhadap pekerjaannya sehingga lebih memprioritaskan pekerjaannya di atas kepentingan pribadi. Berikutnya, anggota Kopasgat yang mencintai pekerjaannya cenderung memiliki identitas yang kuat sehingga hal tersebut membuat anggota Kopasgat lebih terikat secara emosional dan merasa nyaman dengan pekerjaannya. Hal tersebut sesuai dengan yang disampaikan oleh Hazan dan Shaver (1990) bahwa cinta pekerjaan adalah konsep yang dijelaskan sebagai perasaan positif yang kuat terhadap pekerjaan seseorang, termasuk rasa identitas diri yang kuat dengan pekerjaan tersebut, kepuasan yang dirasakan dari pekerjaan, dan rasa terhubung secara emosional dengan rekan kerja atau organisasi. Hal tersebut membuat anggota Kopasgat merasa *engaged* dengan pekerjaannya terlihat dari rasa semangat yang dimiliki, memprioritaskan pekerjaan di atas kepentingan pribadi dan perasaan nyaman terhadap pekerjaannya meskipun tuntutan atau tantangan yang dihadapi cukup tinggi (Schaufeli & Bakker, 2004).

Hasil penelitian ini sesuai dengan penelitian yang dilakukan oleh Aulia dan Adiono (2021) pada subjek anggota polisi menunjukkan adanya pengaruh cinta pekerjaan terhadap keterikatan kerja. Hal tersebut dikarenakan semakin besar rasa cinta individu terhadap pekerjaan, maka individu tersebut akan semakin nyaman dan terikat dengan pekerjaannya. Selanjutnya, penelitian yang dilakukan Perwira *et al.* (2021) dengan subjek penelitian anggota Polda Metrojaya juga menunjukkan bahwa cinta pekerjaan merupakan prediktor terkuat dalam hal keterikatan kerja daripada dua variabel lainnya yang diteliti dalam penelitian tersebut. Hal tersebut dikarenakan hubungan emosi positif yang dibangun dari rasa cinta terhadap pekerjaan dapat membuat individu terikat (*engaged*) dengan pekerjaan mereka, yang ditunjukkan melalui sikap, emosi, dan perilaku (Perwira *et al.*, 2021).

Anggota Kopasgat yang mencintai pekerjaannya akan merasa Bahagia dan lebih terikat dengan pekerjaannya sehingga merasa bahwa pekerjaan mereka adalah sebuah tantangan (*challenge*), serta tidak ragu untuk mengerahkan upaya tambahan dan mengatasi rasa takut dari pekerjaan mereka yang terbilang berisiko. Hal tersebut sesuai dengan dimensi cinta pekerjaan yang dikemukakan oleh Bygrave (2020) yaitu dimensi *challenge* yang menyatakan bahwa individu yang mencintai pekerjaannya akan melibatkan tingkat kebahagiaannya, terdorong untuk mencari tantangan, rela mengerahkan upaya tambahan, dan berani mengatasi rasa takut yang dimiliki individu tersebut.

Hasil lain yang ditemukan pada penelitian ini yaitu diterimanya hipotesis minor yang kedua yakni resiliensi memiliki pengaruh yang signifikan terhadap keterikatan kerja anggota Kopasgat. Artinya, semakin tinggi resiliensi yang dimiliki oleh anggota Kopasgat maka akan semakin tinggi pula keterikatan kerja anggota Kopasgat tersebut. Sebaliknya, semakin rendah resiliensi yang dimiliki oleh anggota Kopasgat maka akan semakin rendah pula keterikatan kerjanya. Berdasarkan hasil kategorisasi variabel resiliensi pada penelitian ini, menunjukkan bahwa sebanyak 124 sampel atau 97,64% sampel penelitian termasuk dalam kategori tinggi dan 3 (2,36%) sampel lainnya dalam kategori resiliensi sedang. Selanjutnya, resiliensi memiliki sumbangan efektif sebesar 38,99% pada variabel keterikatan kerja. Temuan ini mengindikasikan bahwa di antara kedua variabel bebas yang diuji, variabel resiliensi memiliki pengaruh yang lebih besar terhadap keterikatan kerja. Dengan demikian, dapat disimpulkan bahwa kapabilitas yang dimiliki oleh anggota Kopasgat dalam menghadapi situasi yang penuh tekanan dan tantangan lebih mempengaruhi keterikatan anggota Kopasgat terhadap pekerjaannya.

Anggota Kopasgat yang memiliki resiliensi tinggi cenderung memiliki kemampuan untuk mengatasi tekanan, tantangan dan stress di tempat kerja dengan cara yang lebih adaptif. Hal ini disebabkan karena anggota tersebut mempunyai toleransi yang tinggi terhadap pengaruh negatif, kontrol yang baik dalam menghadapi situasi yang menantang, kompetensi dan ketrampilan yang memadai. Toleransi yang tinggi terhadap pengaruh negatif dan ketrampilan anggota kopasgat dalam mengatasi tekanan dapat memperkuat rasa keterikatan anggota tersebut terhadap pekerjaannya, karena mereka merasa mampu mengatasi rintangan dan mengembangkan diri di lingkungan kerja yang menantang. Selain itu, toleransi yang tinggi terhadap pengaruh negatif juga memungkinkan anggota Kopasgat untuk mengambil sikap positif dan berpikir optimis dalam menghadapi situasi yang sulit,

sehingga dapat membantu meminimalkan dampak negatif dari stres dan tekanan di tempat kerja. Oleh karenanya, anggota Kopasgat yang resilien memiliki kecenderungan untuk tetap terikat dan berkomitmen dengan pekerjaannya. Hal tersebut sejalan dengan pendapat yang dikemukakan oleh Siliyah dan Hadi (2021) serta (Black et al., 2017). Siliyah dan Hadi (2021) menyatakan bahwa individu yang resilien mampu mengembangkan kemampuan untuk menganalisis situasi dengan baik, merespons dengan bijak, dan menemukan solusi yang efektif untuk mengatasi masalah di tempat kerja. Sebagai hasilnya, individu tersebut mampu mengatasi berbagai tantangan yang ada dan memiliki kemampuan untuk mengambil inisiatif, bertanggung jawab, serta bekerja secara mandiri. Pendapat tersebut diperkuat dengan hasil penelitian yang dilakukan oleh Black et al. (2017) yakni individu yang memiliki tingkat resiliensi tinggi cenderung mampu untuk beradaptasi dan bangkit kembali setelah mengalami tekanan dan trauma. Individu yang resilien juga memiliki toleransi yang tinggi terhadap pengaruh negatif dari suatu masalah yang dialami pada saat bekerja yang mana hal tersebut dapat membantu mengurangi tingkat reaktivitas individu terhadap stres di tempat kerja.

Berdasarkan penjabaran di atas, dapat disimpulkan bahwa resiliensi mempengaruhi keterikatan kerja anggota Kopasgat. Hal tersebut ditunjukkan dengan kemampuan anggota Kopasgat untuk mengelola emosi dan mengatasi tekanan serta ketidakpastian pada saat menjalankan tugas dengan penuh ketekunan, konsentrasi, dan semangat. Keyakinan terhadap kemampuan untuk mengelola emosi dan mengatasi tekanan yang dimiliki oleh anggota Kopasgat mampu memberikan energi positif yang membuat anggota tersebut lebih gigih dalam menghadapi tuntutan serta ketidakpastian pada saat bekerja. Adanya kemampuan tersebut membuat anggota Kopasgat merasa engaged pada pekerjaannya yang terlihat dari semangat anggota Kopasgat saat menjalankan pekerjaan, antusias pada saat bekerja dan fokus terhadap pekerjaannya. Hal tersebut sejalan dengan pendapat Mase dan Tyokyaa (2014) bahwa individu dengan resiliensi tinggi cenderung memiliki kemampuan untuk mempertahankan keseimbangan psikologis dan emosionalnya, sehingga mampu untuk mengatasi berbagai kejadian negatif dengan cara yang tepat. Selain itu, Khairunnisa et al. (2022) juga menyatakan bahwa individu dengan resiliensi tinggi cenderung mampu mengatasi stres dan ketidakpastian dalam menyelesaikan pekerjaan meskipun pada masa berat sehingga individu tersebut mampu untuk menyelesaikan target yang diberikan. Selanjutnya, (Wang et al., 2017) turut memperkuat pendapat di atas yakni individu yang resilien cenderung memiliki kemampuan yang mumpuni dalam beradaptasi terhadap suatu ketidakpastian serta memiliki *coping stress* yang baik terhadap tekanan yang dihadapi di tempat kerja. *Coping stress* yang efektif dapat membantu individu untuk tetap produktif serta mencegah terjadinya kelelahan fisik dan mental yang dapat mempengaruhi keterikatan kerja.

Temuan penelitian ini sesuai dengan beberapa penelitian yang telah dilakukan sebelumnya, yakni pada penelitian yang dilakukan oleh Astika dan Saptoto (2016) pada subjek karyawan PT. Komatsu Indonesia yang berjumlah 63 orang. Penelitian tersebut menunjukkan bahwa resiliensi secara signifikan dapat memprediksi keterikatan kerja. Individu yang memiliki tingkat resiliensi tinggi akan mampu merespon berbagai lingkungan kerja yang penuh dengan tantangan serta menyelesaikan tugas-tugas pekerjaan dengan cara yang efektif. Hal tersebut selaras dengan yang disampaikan oleh Anisman (2015) bahwa tingkat resiliensi yang dimiliki oleh individu akan memengaruhi kemampuan individu tersebut dalam mengatasi masalah yang terjadi, mengatasi situasi yang menekan dengan tenang, memandang kehidupan secara positif, serta beradaptasi pada perubahan yang terjadi di lingkungan kerja. Dengan kata lain, semakin tinggi tingkat resiliensi, semakin mampu individu tersebut menyesuaikan diri dengan tuntutan pekerjaan dan lingkungan kerja yang terus berubah. Oleh karenanya, dapat diasumsikan bahwa tingginya resiliensi dapat berdampak positif bagi keterikatan kerja.

Selain itu, temuan dari penelitian ini menambah literatur tentang keterikatan kerja dengan menguji peran cinta kerja dan resiliensi sebagai prediktor yang berbeda namun saling melengkapi dari konstruksi ini. Rasa cinta terhadap pekerjaan merepresentasikan adanya emosi positif yang berasal dari kenikmatan dan makna dari pekerjaan itu sendiri, sedangkan resiliensi mencerminkan sumber daya pribadi yang memungkinkan individu bangkit kembali dari keterpurukan dan mempertahankan momentumnya. Dengan menyelidiki kedua faktor ini dalam kaitannya dengan keterikatan kerja, penelitian ini menyoroti bagaimana berbagai aspek emosi dan sikap individu dapat berkontribusi pada pengalaman kerja yang positif. Selain itu, dengan memahami faktor-faktor yang memengaruhi keterikatan kerja, para pemimpin militer dan psikolog dapat mengembangkan strategi untuk mempromosikan dan mempertahankan aspek kepuasan dan efektivitas kerja yang penting ini. Misalnya,

mereka dapat merancang program pelatihan yang memupuk rasa cinta anggota pada pekerjaan dan ketangguhan, memberikan dukungan sosial dan pengakuan untuk meningkatkan motivasi dan mengatasi, dan menciptakan iklim kerja yang positif yang memupuk keterikatan dan kerja sama tim.

## Kesimpulan

Hasil penelitian menyimpulkan bahwa cinta pekerjaan dan resiliensi secara bersama-sama berpengaruh terhadap keterikatan kerja dan memberikan sumbangan efektif sebesar 71,9% terhadap keterikatan kerja anggota Kopasgat. Cinta pekerjaan berpengaruh secara parsial terhadap keterikatan kerja dan memberikan sumbangan efektif sebesar 49,10%. Selain itu, resiliensi juga berpengaruh terhadap keterikatan kerja dan memberikan sumbangan efektif sebesar 22,79%. Hasil lainnya dari penelitian ini yaitu mayoritas anggota Kopasgat memiliki keterikatan kerja yang tinggi. Hal tersebut bertentangan dengan peneliti sebelumnya yang menjelaskan bahwa tinggi rendahnya keterikatan kerja dipengaruhi oleh tuntutan pekerjaan yang tinggi. Pada penelitian ini, anggota Kopasgat memiliki keterikatan kerja yang tinggi meskipun bekerja dengan tuntutan yang tinggi. Kajian ini memberikan bukti empiris bahwa rasa cinta terhadap pekerjaan dan resiliensi merupakan faktor penting untuk mendorong keterikatan kerja di antara anggota satuan tempur berisiko tinggi di TNI AU. Temuan menunjukkan bahwa individu yang memiliki semangat yang kuat untuk pekerjaan mereka dan kemampuan untuk beradaptasi dan mengatasi tantangan lebih mungkin untuk sepenuhnya terserap, berdedikasi, dan bersemangat dalam pekerjaan mereka. Ini memiliki implikasi untuk meningkatkan kinerja individu dan organisasi, serta meningkatkan kesejahteraan dan retensi personel yang berharga dalam lingkungan kerja yang menuntut dan kompetitif.

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## **LAMPIRAN 2 REVISI ARTIKEL**

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

## 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 correlation 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

Received 17 April 2023/Accepted 30 August 2023 ©Author all rights reserved

## 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 *Korpaskhas*, 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 "*Karmanyé 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.

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 I 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		
	<i>Optical sight</i>	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 ( $p$ ) 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 I, 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.	$\mu$	$\sigma$
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	$\beta$	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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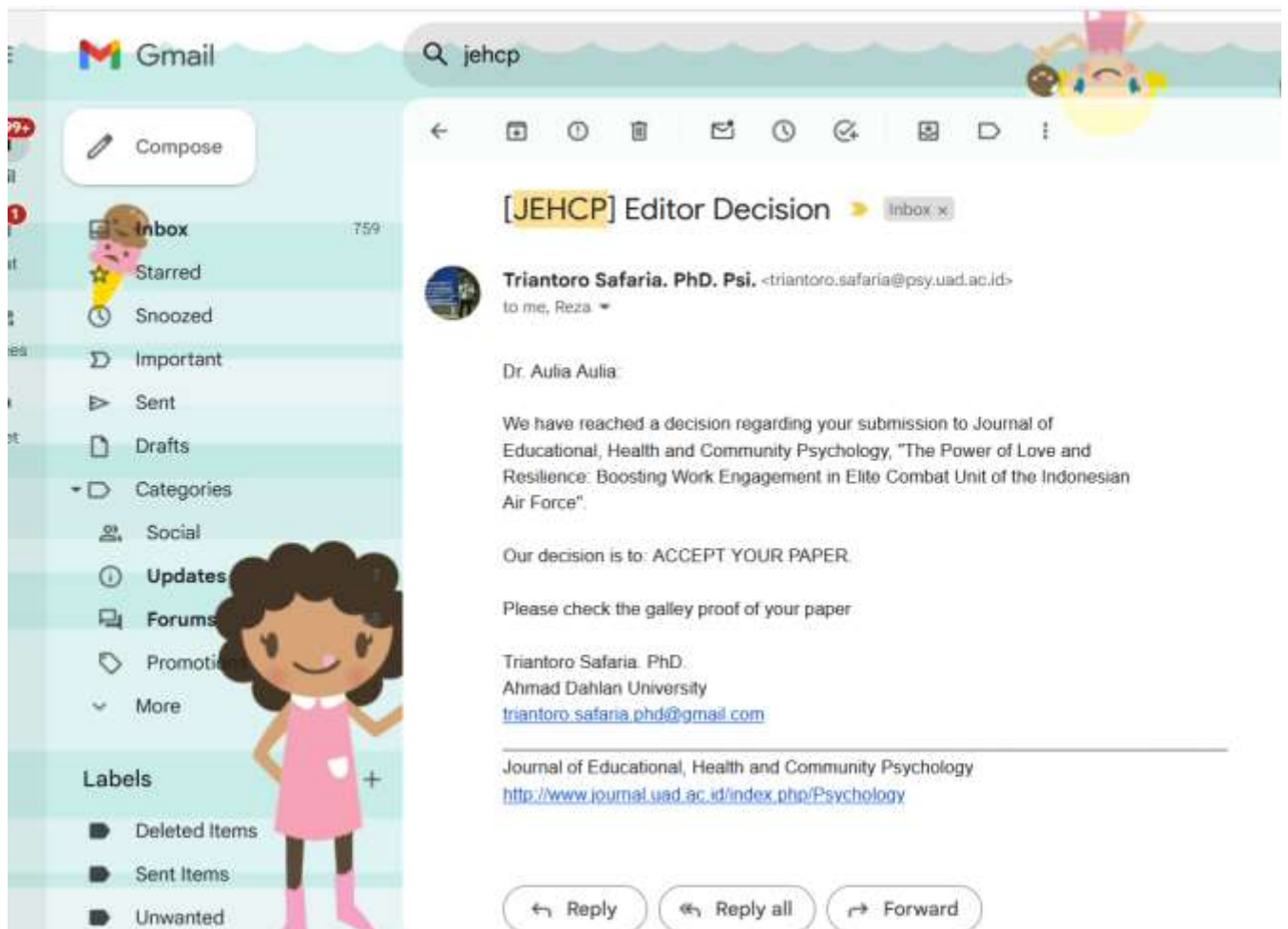
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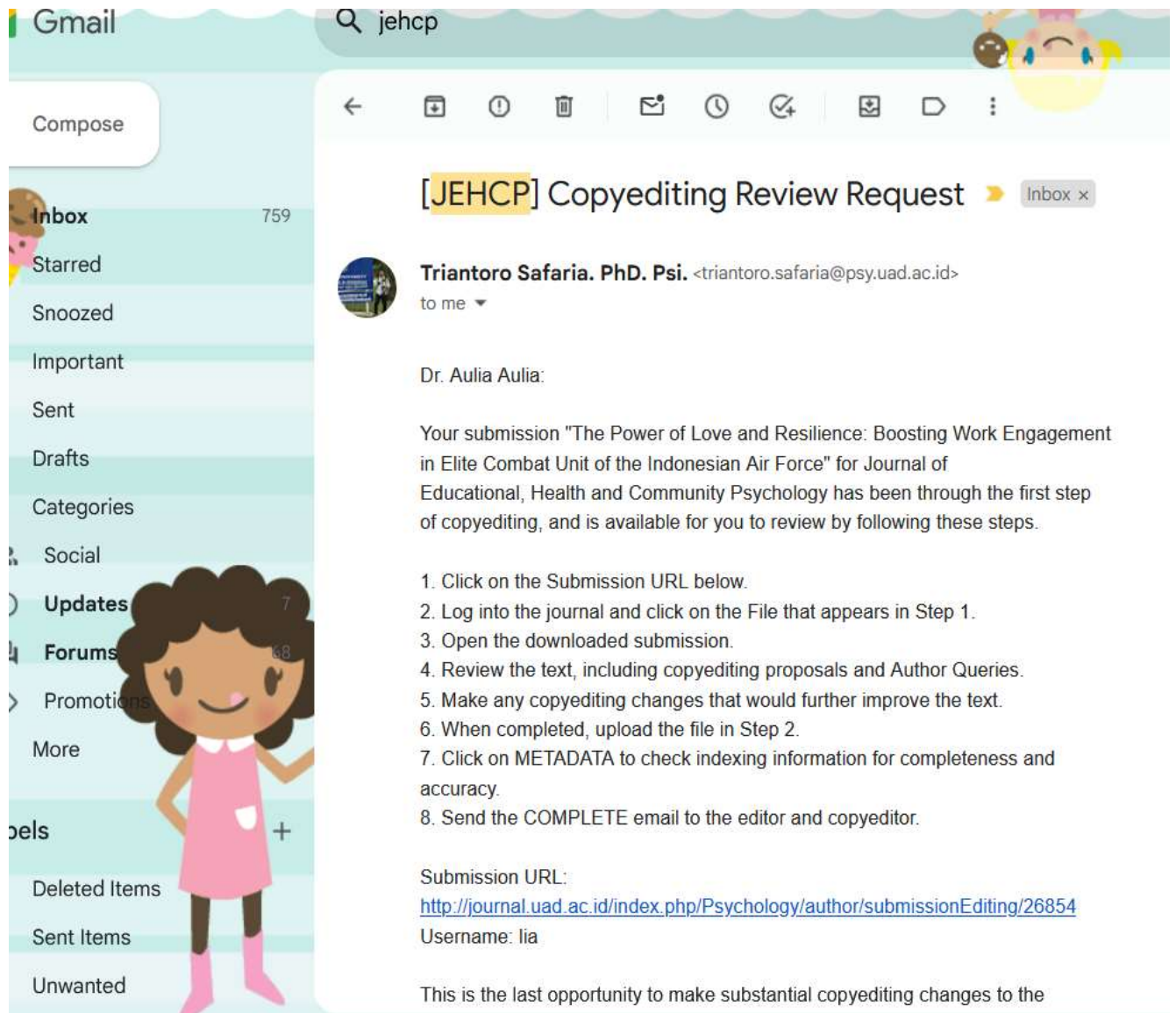
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## **LAMPIRAN HASIL PENGECEKAN**

## 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 correlation 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

Received 17 April 2023/Accepted 30 August 2023 ©Author all rights reserved

### 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 *Korpaskhas*, 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.

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 I 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 I, 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.	$\mu$	$\sigma$
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	$\beta$	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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