

# Nilai-Nilai Kerja dan Work Engagement Guru Bimbingan dan Konseling: Studi Komparatif Antara Generasi X dan Milenial

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## ABSTRACT

This study of work values and work engagement based on a theoretical framework which states that the values of each individual determine career choices, job satisfaction, attitudes, behaviors, and social experiences of the individual concerned. The research aims to explore the factorial construction of work values and work engagement level of guidance and counseling teachers from generations X and Y; explain the comparison of work values and work engagement of the X and Y generations of guidance and counseling teachers; and explain the pattern of relationship between work values and work engagement of guidance and counseling teachers. The research approach used a cross-sectional and explanatory survey design as well. The research subjects were determined using incidental sampling from a population of 211 guidance and counseling teachers which were grouped into categories: gender, province, education unit, educational background, certification status, and generation category. The results showed that the average work engagement of 211 respondents in this study amounted to 75.08%. This empirical average is greater than the theoretical average, namely 51. By using the  $Me > Mt$  ( $75.08 > 51$ ) formula, the researcher can conclude that the research respondents' work work engagement can be said to be high; there is no difference in work engagement between the baby boomers generation, X-generation, and Y-generation among guidance and counselling teachers; there is no difference in work engagement among guidance and counselling teachers who have been certified and Guidance and Counseling teachers who are not certified; there is no interaction between generation and certification status; and the value of changes in work engagement without the need to be influenced by the existence of variable generations and certification status.

Kata Kunci: *work values, work engagement, guidance and counseling teachers*