

Building Framework of Work Engagement Social Welfare Institution in Gayo Lues Atjeh

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Abstrak

This study aims to examine and analyze the influence of Organizational Culture, Job Insecurity, Organizational Commitment, Psychological Meaningfulness Towards Work Engagement in Social Welfare Institutions (LKS) of Central Aceh District, Takengon and Gayo Lues. The research is done through the distribution of questionnaires, and the population of this research is consisted of the employees in the Central Aceh Regency Social Welfare Institution (LKS), Takengon and Gayo Lues. That was done to 50 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools 3.0. The results of this study are that organizational culture, Psychological meaningfulness, Organizational commitment has a significant positive effect on work engagement, and only Job Insecurity has a significant negative effect on work engagement.

Keywords: Organizational Culture, Job Insecurity, Commitment Organizational, Psychological Meaningfulness, Work Engagement.

Introduction

Human resources in an organization is a very important factor for the effectiveness of its running activities with in a company or organization. Every company whatever its shape and type, will require human resources who have the ability to think, the task is also in accordance with the needs of the company (Mangkunegara, 2015; Sapitri, 2016). Human resources are also very important for the company or organization in the work and employees who can help for the company it reaches. Especially in the current era of the future, the world is always changing, marked by the increase in technological developments in all fields. To respond to these changes, companies are required to manage and improve the quality of HR (competency-based HR) through increasing the knowledge, skills and abilities of HR to the HR

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involved in the company's processes or activities to form knowledge-based HR that requires expertise and expertise (Saptarini, 2017; Nurhayati, 2017; Jumadi *et al*, 2018; Setiawan, 2017). At present the competition between companies in the globalization era is increasingly sharp where a company must be prosecuted to continuously develop their human resources proactively, so that their potential can develop optimally. The employee's own role and leadership are the most important and valuable assets for a company or organization (Soelton and Nugrahati, 2018; Ramli and Soelton, 2018; Jumadi *et al*, 2018; Purnama, 2013). Social organizations are under the auspices of the government, as stated in the opening of the 1945 Constitution welfare and social justice are the ideals of the Indonesian people. This becomes the main task of the government, where the economy and social welfare become one of the chapters in the Body of the 1945 amendment, and implies giving broad economic and social rights to citizens. State philanthropy must be carried out for those who are unable to work due to poverty, poverty and neglect, so that social welfare can be achieved (Kemsos.go.id)

The government's commitment to the implementation of social welfare to realize social justice, can be seen from the existence of the Ministry of Social Affairs in accordance with Presidential Regulation No. 46 of 2016 concerning the Ministry of Social Affairs, tasked with assisting the President in matters relating to social rehabilitation, social security, social empowerment, social protection, and handling of poor people (Kemsos.go.id). In carrying out this task, the Ministry of Social Affairs is required to carry it out in accordance with the principles of good governance. In accordance with Law Number 28 of 1999 concerning State Administration that is Clean and Corruption-Free, Collusion and Nepotism, it is stated that one of the principles of implementing good governance is the principle of accountability (Kemsos.go.id). As a Ministry in charge of social affairs, the Ministry of Social Affairs has a strategic role in the implementation of social welfare, which aims to: improve the level of welfare, quality, and survival; restore social functions in order to achieve independence; increase social resilience of the community in preventing and dealing with social welfare problems; increase the ability, care, and social responsibility of the business community and the community in the implementation of social welfare in an institutionalized and sustainable manner; and improve the quality of management of the implementation of social welfare. The following are data on welfare institutions spread throughout Indonesia based on data from the social ministry (Kemsos.go.id)

According (Soelton and Nugrahati, 2018; Saptarini, 2017; Nurhayati, 2017; Jumadi *et al*, 2018; Setiawan, 2017): The role of good work engagement is one of the factors that most determine a company's success or the Social Welfare Institution (LKS). Employee work engagement is a problem that is often discussed by companies in recent years because the employee engagement is very important to see the long-term development of the company. Employees with high work involvement can increase customer loyalty, increase sales, increase company profits. A survey conducted by (Gallup Consulting, 2013); explains that employees who fully engage with their work usually only take place in the first 6 months. It was found that as many as 40% of employees became engaged and 8% completely took their hands off their work after 6 months of work. Even after the first 6 months period, employee engagement levels declined to 10 years of service. And in the end their engagement shrank to a static level. Furthermore, a survey conducted by a number of consulting companies explained that although employees who were treated continued to show caring behavior towards the organization and their work, they felt that their abilities did not match the assigned tasks. employees who have

low organizational commitment will decrease employee performance and will cause turnover intention (Soelton and Ramli, 2019; Mugiono et al, 2020; Nanda et al, 2020).

Social Welfare Institution at Gayo Lues at the research institute found that caregivers who were looked after were shown to have low work engagement behaviors when caring for both supervising, motivating, giving lessons, and also in the consumption section, there are often complaints when there is additional work. Caregivers tend to be willing to work overtime because of orders rather than because there is work to be done, less enthusiasm for the work done. These characteristics are consistent with a survey conducted by (Soelton et al, 2020; Gallup Consulting, 2013) by linking engagement behavior through turnover, productivity, profitability, security at work, and absenteeism of employees.

Literature Review

Organizational Culture

According to (Robbins and Coulter, 2012) explain that organizational culture involves how members see the organization and also to employees so that they can absorb both the culture of the organization so that employees can perceive the culture of the organization and tend to be in the organization even though the employee comes from a different background or different companies and different skill levels in the culture of the organization.

Meanwhile, in the opinion (Siswanto, 2013) explains that organizational culture consists of basic assumptions that are learned both with integration and culture that arise as a result of joint learning from members of the organization so that these assumptions persist and can solve problems in the organizational culture relationship . From the theory above it can be concluded that organizational culture is a shared belief and shared values that give meaning to members of a company and make the belief that values as rules or guidelines apply within the organization.

Characteristics of Organizational Culture Characteristics of organizational culture according to Robbins in Rommy (2013), are:

1) Individual Initiative : That is the level of responsibility, freedom or independence that each member of the organization has in expressing his opinion. These individual initiatives need to be respected by the group or leadership of an organization as long as it involves the idea of advancing the organization and providing services to the community.

2) Tolerance : Towards risky actions An organizational culture is said to be good if it can tolerate members or employees to act aggressively and innovatively in order to provide services to the community and dare to take risks for what they do.

3) Direction : Direction is intended to what extent the organization can create clearly the desired goals and expectations. These goals and expectations are clearly stated in the organization's vision, mission and goals. This condition can affect organizational performance.

4) Integration : Integration is intended to the extent that the organization can encourage organizational units to work in a coordinated manner. Such cohesiveness can encourage the quality and quantity of work produced.

5) Leadership Support : Leadership support is intended to the extent that the leader can provide clear communication or direction, assistance and support for subordinates

According to Robbins and Coulter (2012) The following seven primary characteristics that together capture the nature of organizational culture, namely:

1. **Innovation and Risk Taking**
2. **Pay attention to details (Attention to detail)**
3. **Outcome oriented (Outcome orientation)**
4. **People-oriented**
5. **Team oriented**
6. **Aggressive behavior (Aggressiveness)**
7. **Stability**

Job Insecurity

According to (Suzabar, 2020; Mugiono, 2020; Greenhalgh and Rosenblatt, 2013), Job Insecurity is the powerlessness to maintain job continuity due to safety considerations from work. Meanwhile (Sverke and Hellgren, 2014), said that Job Insecurity is the insecurity that is felt by someone about the continuation of work and important aspects related to the work itself. While (Sverke and Hellgren, 2014) revealed that Work Insecurity is a subjective opinion of someone about a discussion or event that attracts work in the place of work. (Greenhalgh and Rosenblatt, 2013), stated that Job Insecurity is the powerlessness to maintain the desired sustainability in threatened work conditions including changes in organizations. The results of research conducted by (Sverke, Hellgren and Naswal (in Utami, 2015) found that Job Insecurity has several impacts on employees and organizations in the short and long term. According to him, in the short term Job Insecurity will have an impact on Job Satisfaction, job involvement, organizational commitment, and trust in leaders. In the long run it will have an impact on physical health, mental health, work performance, and turnover.

Job Insecurity relates to individual perceptions and concerns about the potential for sudden job loss (De Witte 2013). (Greenhalgh and Rosenblatt (2014) define Job Insecurity as a feeling of losing control to maintain the continuity of work in a threatening situation. Job Insecurity arises based on individual perceptions and interpretations of the current work environment. This shows that an individual's subjective experience arises as a result of the real threat he faces in the work environment through cognitive processes (Borg and Elizur, 2011).

Based on the understanding from the experts above it can be concluded that Job Insecurity is a feeling of insecurity, anxiety, and worry, as well as a sense of helplessness experienced by employees of the situation in the organization at work for the continuity of work in the future. (Kelvin and Indriantoro, 2013) based on the results of previous studies add that the dimensions of Job Insecurity are as follows:

1. **Conditions of work.** Is a work environment that is less supportive and the high workload felt by individuals at work.
2. **Career development.** Is the level where individuals find it difficult to develop a career and there is uncertainty about the career path of individuals in an organization or company.
3. **Role conflict.** When an individual is confronted with different role expectations, the result is role conflict (Role Conflict). This conflict arises when an individual discovers that fulfilling one role's requirements can make it more difficult to fulfill another role. At an extreme level, this can include situations where two or more role expectations conflict with one another. This dimension is a conflict between duties and responsibilities and company demands that are felt to conflict with employees' responsibilities at work.
4. **Unclear role.** Such as unclear duties, authority, and responsibility for work.

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5. **Organizational change.** Is a variety of events that can potentially affect employee attitudes and perceptions so that it can cause significant changes in the organization. These incidents include mergers, downsizing, reorganization, new technology and management changes that occur within an organization.
6. **Locus of Control.** It is the degree to which individuals believe that they are determinants of their own destiny. Internals are individuals who believe that they are in control of whatever happens to them. Externals are individuals who believe that whatever happens to them is controlled by outside forces such as luck or opportunity. The locus of control is an indicator of core self-evaluation because individuals who think that they lack control over their lives tend to lack confidence.

Organizational Commitment

According to (Soelton *et al*, 2019; Arijanto *et al*, 2018; Nurhayati, 2017); that organizational commitment is a condition where an employee in a particular organization, has the intention and desire to maintain membership and involvement in the organization. And according to (Sopiah, 2008) said that a form of commitment that appears not only is passive loyalty, but also involves an active relationship with work organizations that have the goal of giving all efforts for the success of the organization concerned. According to (Greenberg and Baron, Wibowo, 2015) organizational commitment as a level where individuals identify and engage with the organization or do not want to leave it. According to (Newstrom and Wibowo, 2015) it provides the same understanding between Organizational Commitment and Employee Loyalty, which is part of a level where workers identify with the organization and want to continue actively participating in it. Workers identify with the organization showing that workers mix well and in accordance with organizational ethics and expectations that they experience a feeling of oneness with the company. Meanwhile, other opinions according to (Schermerhorn, Hunt, Osborn, and Uhl-Bien, 2015) suggest that organizational commitment is the level of loyalty felt by individuals to the organization.

In line with the above opinion, (Allen and Meyer, 2013) divide organizational commitment into three dimensions, namely:

1. **Affective Commitment** relating to the emotional relationship of members to their organizations, identification with the organization, and involvement of members with activities in the organization. Members of the organization with high affective commitment will continue to be members of the organization because they have this desire.
2. **Continuance Commitment** related to the awareness of organizational members will suffer losses if they leave the organization. Members of an organization with high continuance commitment will continue to be members of the organization because they have the need to become members of the organization.
3. **Normative Commitment** describes the feeling of attachment to continue to be in the organization. Members of the organization with high normative commitment will continue to be members in the organization because they feel they must be in the organization.

Psychological Meaningfulness

According to (Kahn, 2013); Psychological Meanings are feelings received from the results of the use of physical, cognitive, and emotional energy. Hope he can help and be

valuable to his organization. Psychological meaningfulness refers to the feeling that a person receives a return on one's own investment in a physical, cognitive or emotional energy currency (Kahn, 2013). Personal meaningfulness that arises is due to the characteristics of work that are consistent with the goals, expectations, and self-values, forming meaningfulness to the individual, which leads to better job attachment. The suitability of job characteristics can affect the meaningfulness felt by someone.

Job characteristics that are in line with one's psychological condition are considered valuable to them, creating deep meaning that triggers enthusiasm for work, increasing responsibility and quality of work, find it difficult to become a separate formwork. This is because work has been considered as part of the meaning of life when someone feels a high psychological meaningfulness, then the attachment to work will increase. High morale, feeling proud of work, and finding difficulties in separating from work are characteristics of someone who has a high work attachment. In line with the results of research by (Soelton and Ramli, 2018; May, Gilson, and Harter, 2004; Hackman and Oldham, 2006).

Indicators of psychological meaningfulness According to Kahn (2013), recognition of the organization, one's contribution, and challenges that exist in the work.

1. **Recognition** is the belief that one's efforts are recognized by the organization. thereby producing perceived meaningfulness (Brown and Leigh, 2015). That is when an employee feels valued by the organization when their achievements and hard work are recognized. This recognition will make them more motivated and more involved in their work.
2. **The perception of meaningful contribution** will be someone's perception of how their work has a significant impact on the organization in general, which allows them to identify with the role of work. Feelings that one's work or contribution positively influences the organization (Brown and Leigh, 2015). That is when an employee feels that they are contributing to the progress or development of an organization that they feel is meaningful.
3. **A challenge** is when an employee feels the need to use emotional, physical, and cognitive resources in their work so that they have personal growth in the organization (Brown and Leigh, 2015). Employees must feel that their work requires them to exert more effort and be creative and resourceful in carrying out the tasks assigned to them. Only then can they feel challenged and have a sense of personal growth.

Work Engagement

According to (Schaufeli, Salanova, Gonzalez-Roman, Bakker, 2002) defines Work Engagement as positivity, the fulfillment of work from the center of mind that is characterized, Work engagement is a motivation and a positive center of thought related to work characterized by vigor, dedication and absorption. So a person who is characterized by these three is someone who has engaged in working.

According to (Robbins, 2003; Schaufeli, 2011; Soelton and Atnani, 2018; Willmar, 2015) : So provides a definition of work engagement wherein an employee is said to be a work engagement in his work if the employee can identify themselves psychologically with his work, and considers his performance important for himself, other than for the organization. Employees with high work engagement strongly favor the type of work done and truly care about that type of work. that is meant that a person who has engagement is to devote from physical and psychological at work.

In brief (Schaufeli, Salanova, Gonzales-Roma, and Bakker, 2002) explain the dimensions contained in work engagement:

1. **Vigor**, is a strong outpouring of energy and mentality during work, the courage to try hard to *complete* a job, and persevering in the face of work difficulties. Also the willingness to invest all efforts in a job, and persevere despite difficulties.
2. **Dedication**, feel very involved in a job and experience a sense of meaningfulness, enthusiasm, pride, inspiration and challenges.
3. **Absorption**, at work, employees are always full of concentration and serious about a job. At work, time passes quickly and finds it difficult to separate from work.

Conceptual Framework

According to (Saunders et al, 2007), “A conceptual framework indicates how the researcher views the concept involved in a study, especially the relationship among concepts”. It can guide research by providing an illustration of theoretical constructs and variables of interest. Designing a conceptual model begins with conducting a thorough review of the literature. Peer-reviewed journal articles, books/monographs, conference papers, theses/dissertations and other relevant references have investigated for conducting this research. Therefore, researchers have developed a conceptual framework based on the causes and influencing factors of productivity.

Based on the previous findings of theoretical literature and the need for more studies, below is the proposed research framework for this study.

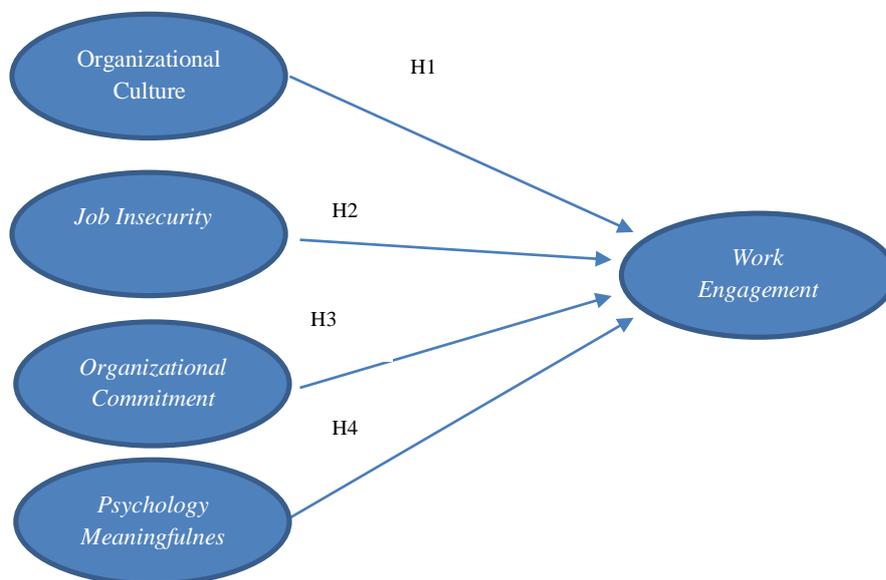


Figure 1. Research Paradigm

Regarding the previous, the following hypotheses are proposed:

- H1 : Organizational Culture has a positive influence on Work Engagement
- H2 : Job Insecurity has a positive influence on Work Engagement
- H3 : Organizational Commitment has a positive influence on Work Engagement
- H4 : Psychology Meaningfulness has a positive influence on Work Engagement

Methodology

The design of this study was based on research methods. In this research, research design is used as a type of causal research. The causal research design is useful for analyzing the relationships between one variable and another. The design of causal relations "causal" relations. According to (Sugiyono, 2014) is looking at the relationship of variables to objects that relate more Cause and effect, so that in his research there are independent variables (variables that affect) and dependent variables (variables that affect).

The formulation and purpose of this study are to describe and reveal the interrelationship between the research variables explained above. In this study, the authors used quantitative descriptive analysis, involving PLS 3.0 software. To facilitate research on collected data.

That was done to 50 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools 3.0. The attempt of this validity testing is to find out the eligible of the selected items including the overall data collection process. The result of the validity test are as follows:

Table 1. Test Results of Convergent Validity

Variable	Indicator	Outer Loading	Explanation
Organizational Culture	O1	0,762	Valid
	O2	0,680	Valid
	O5	0,803	Valid
	O6	0,911	Valid
Job Insecurity	J1	0,759	Valid
	J3	0,875	Valid
	J4	0,899	Valid
	J6	0,832	Valid
	J8	0,688	Valid
Commitment Organizational	C1	0,783	Valid
	C2	0,677	Valid
	C3	0,709	Valid
	C5	0,712	Valid
	C7	0,945	Valid
Psychological Meaningfulness	P1	0,747	Valid
	P3	0,699	Valid
	P5	0,854	Valid
	P8	0,938	Valid
Work Engagement	W1	0,677	Valid
	W3	0,809	Valid
	W4	0,718	Valid
	W7	0,847	Valid

Source: From data processing, (2020)

The results of the convergent validity test in Table 1, can be seen that all indicators meet the convergent validity because it has a loading factor value above 0.50.

Table 2. Test Results of Discriminant Validity (Cross loadings)

	Organizational Culture	Job Insecurity	Commitment Organizational	Psychological Meaningfulness	Work Engagement
O1	0,762	0,432	0,542	0,311	0,351
O2	0,680	0,135	0,216	0,264	0,317
O5	0,803	0,753	0,423	0,563	0,254
O6	0,911	0,635	0,624	0,429	0,327
J1	0,506	0,759	0,648	0,446	0,188
J3	0,650	0,875	0,229	0,542	0,133
J4	0,409	0,899	0,590	0,743	0,232
J6	0,588	0,832	0,487	0,690	0,164
J8	0,510	0,688	0,572	0,289	0,248
C1	0,411	0,524	0,783	0,445	0,492
C2	0,539	0,523	0,677	0,383	0,650
C3	0,547	0,540	0,709	0,573	0,499
C5	0,444	0,611	0,712	0,632	0,368
C7	0,122	0,738	0,945	0,477	0,573
P1	0,571	0,623	0,643	0,747	0,544
P3	0,284	0,194	0,173	0,699	0,359
P5	0,634	0,631	0,577	0,854	0,530
P8	0,634	0,841	0,822	0,938	0,200
W1	0,528	0,551	0,307	0,433	0,677
W3	0,690	0,324	0,149	0,530	0,809
W4	0,511	0,255	0,239	0,243	0,718
W7	0,239	0,164	0,179	0,229	0,847

Source From data processing, (2020)

From Table 2 it can be seen that the construct of organizational culture with its indicators (O1 of 0.762, O2 of 0.680, O5 of 0.803, and O6 of 0.911) are higher than indicators of organizational culture with other constructs. The level of work insecurity with its indicators (J1 is 0.759, J3 is 0.875, J4 is 0.899, J6 is 0.832, and J8 is 0.688). Then the organizational commitment with its indicators (C1 is 0.783, C2 is 0.677, C3 is 0.709, C5 is 0.712 and C7 is 0.945) higher than the organizational commitment indicators with other constructs. Traffic of psychological meaning with its indicators (P1 is 0.747, P3 is 0.699, P5 is 0.854 and P8 is 0.938) higher than comparing psychological indicators that are meaningful with other constructs. As well as accountability for work involvement with its indicators (W1 of 0.677, W3 of 0.809, W4 of 0.718 and W7 of 0.847).

Table 3. Table AVE, Composite Reliability and Cronbach’s Alpha

Variabel	AVE	Composite Reliability	Cornbach’s Alpha	Remarks
<i>Organizational Culture</i>	0,752	0,809	0,804	Reliable
<i>Job Insecurity</i>	0,817	0,767	0,722	Reliable
<i>Commitment Organizational</i>	0,779	0,715	0,797	Reliable
<i>Psychological Meaningfulness</i>	0,803	0,767	0,706	Reliable
<i>Work Engagement</i>	0,811	0,839	0,855	Reliable

Source : from data processing (2020)

AVE values based on the table above can be concluded that the constructs in the estimated model meet the discriminant validity criteria. The results of composite reliability and cronbach's alpha test results show a satisfactory value, because all latent variables have a reliable composite value and cronbach's alpha is greater than 0.70. This states that all latent variables are said to be reliable.

Based on Table 5 that the results of testing the reliability and cronbach's alpha composite showed satisfactory value, because all latent variables have a reliable composite value and cronbach's alpha is greater than 0.70. This states that all latent variables are said to be reliable.

Result and Discussion

The measurement model of analysis above shows the link between manifest variables (indicators) and each of the latent variables. The analysis of the measurement model is to test the validity and reliability of each of the dimensions and the indicators utilized to measure the variables constructed earlier. The analysis of the measurement model describe that the value of discriminant validity is by looking at the value of square root of Average Variance Extracted (AVE) with the suggestion value above 0,5, loading factor (>0.5), and constructed Composite Validity and Reliability (Cronbach’s Alpha >0.70). Therefore, the conclusion of the dimensions and indicators which are classified as reliable earlier are showed below:

Table 4. Result

Variable	AVE	Composite Reliability	Cronbach’s Alpha	R Square
Organizational Culture	0,752	0,809	0,804	-
Job Insecurity	0,817	0,767	0,722	-
Commitment Organizational	0,779	0,715	0,797	-
Psychological Meaningfulness	0,803	0,767	0,706	-
Work Engagement	0,811	0,839	0,855	0,937

Source : from data processing (2020)

Predictive relevance value is obtained by the formula:

$$Q^2 = 1 - (1 - R1)(1 - R_p)$$

$$Q^2 = 1 - (1 - 0.538)(1 - 0.729)$$

$$Q^2 = 1 - (0.462)(0.271)$$

$$Q^2 = 0.8748$$

From the above Goodness of Fit table it pointed out that the value of R2 shows that the criteria are strong, with a large Q value, it can be concluded that the proposed model is supported by empirical research which is quite suitable. Likewise, the AVE values are > 0.5, indicating that all variables in the model are estimated to meet the discriminant validity criteria. The value of Composite Reliability and Cronbach's Alpha for each variable is > 0.70 (above 0.70) meaning that all variables studied are classified as reliable.

Table 5. Hypothesis Testing Results

	Original Sample	Standard Deviation	T-Statistics	P Values	Conclusion
Organizational Culture -> Work Engagement	0,421	0,315	3,906	0,000	Positive - Significant
Job Insecurity -> Work Engagement	-0,490	0,433	4,093	0,000	Negative-Significant
Commitment Organizational -> Work Engagement	0,387	0,530	3,448	0,000	Positive - Significant
Psychological Meaningfulness -> Work Engagement	0,419	0,468	3,879	0,001	Positive - Significant

Source: Output PLS

From the results of hypothesis testing:

1) Effect of Organizational Culture on Work Engagement

Other research also shows that there is a significant positive relationship between organizational culture and work engagement at the Child Welfare Institution and Old Age in the Central Aceh Region, Takengon and Gayo Lues. As supported by the statement of (Muhammad Rizza Akbar, 2018; Chamdan Purnama, 2013) where the level of organizational culture has a positive and significant effect on work engagement, meaning that if the organizational culture in a company is good then the work involvement of its employees will also increase or good.

2) The Effect of Job Insecurity on Work Engagement

Job Insecurity is the powerlessness to maintain the desired sustainability in threatened work conditions including changes in the organization. The existence of insecurity at work, will reduce the employee's attachment to work. Job Insecurity has several short-term and long-term

impacts on employees and the organization. From the results of the research of (Park and Ono, 2016; Guarnaccia and Scrima, 2016; Ardy, 2018; Hashish, Abdell and Mousa, 2018); stated that job insecurity affected negative towards work engagement.

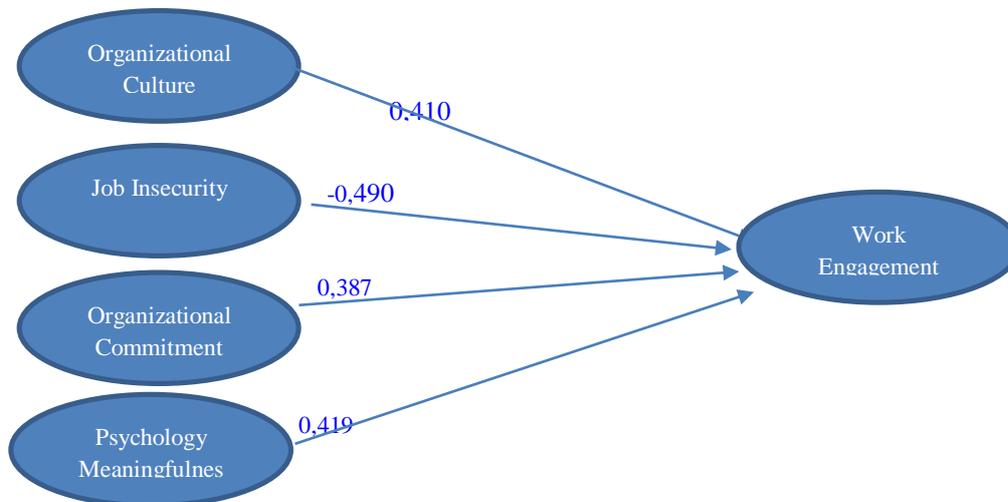
3) The Effect of Organizational Commitment on Work Engagement

This research shows a form of commitment that arises not only in the nature of passive loyalty, but also involves an active relationship with work organizations that have the goal of making every effort for organizational success. This shows a high organizational commitment, will increase work engagement in the organization. From the results of (Kurniawati, Sunaryo and Khoirul, 2019; Winarno and Hermana, 2019; Liu and Huang, 2019; Aktar and Pangil, 2018); states that organizational commitment has a positive effect on work engagement.

4) The Effect of Psychological Meaningfulness on Work Engagement

The results of this study indicate psychological meaningfulness is a feeling received from the results of the use of physical, cognitive, and emotional energy. Someone feels himself meaningful if he is useful and valuable to his organization. From the results of research by (Rothmann and Hamukang'andu, 2013; Stephen and Julita, 2013; Sayed and Abed, 2018; Rothmann and Baumann, 2014) state that psychology meaningfulness has a positive effect towards work engagement.

Figure 4. The Testing Result



Source: Output PLS

Based on the testing result above, the research variables indicated that There is a positive influence of Psychology's Meaning, Employee Empowerment, Organizational Commitment on Work Engagement and There is a negative influence of Job Insecurity on Work Engagement.

Conclusion and Recommendation

Conclusion

This study tries to analyze variables related to organizational culture, job insecurity, commitment organizational, psychological meaningfulness terhadap work engagement. The results of this study were obtained from research on employees of the Social Welfare Institution (LKS). From the results of calculations in this study, the following conclusions can be drawn:

1. **Organizational Culture** has a significant positive effect on work engagement for employees of the Social Welfare Institution (LKS). meaning that if the organizational culture in a company is good then the work involvement of its employees will also increase or good.
2. **Job insecurity** has a significant negative effect on work engagement for employees of the Social Welfare Institution (LKS). This means that if someone's level of inequality at work gets higher, so will the lower level of work engagement that exists.
3. **Organizational commitment** has a significant positive effect on work engagement among employees of the Social Welfare Institution (LKS). This means that the higher the organizational commitment a person feels at work, the higher the level of work engagement will result.
4. **Psychological meaningfulness** has a significant positive effect on work engagement among employees of the Social Welfare Institution (LKS). This means that the higher the level of psychological meaningfulness that tends to feel itself useful and valuable in the company, the higher the level of work engagement

Recommendation

Based on the conclusions above, it can be put forward some suggestions that are taken into consideration for the Social Welfare Institution at Gayo Lues or for future researchers:

Suggestions for companies Social Welfare Institutions (LKS)

- 1) The Social Welfare Institution at Gayo Lues must instill a sense of usefulness and worth in the caregiver himself, so that the caregiver works to meet the desires of the organization and the desires of themselves.
- 2) Social Welfare Institution at Gayo Lues should provide guarantees and training, to reduce insecurity and errors in work.
- 3) In increasing empowerment, caregiver activities can be done by the caregivers.
- 4) Social Welfare Institution at Gayo Lues should have organizational commitment by providing salaries in accordance with work and evaluating the performance of caregivers.
- 5) Social Welfare Institution at Gayo Lues must increase work attachment to caregivers, such as instilling pride in the work I do by caregivers.

Further Research Suggestions

This study aims to examine and analyze the influence of Organizational Culture, Job Insecurity, Organizational Commitment, Psychological Meaningfulness Towards Work Engagement. The results of this study are that Psychological Meaningfulness, Organizational Culture, Organizational commitment has a significant positive effect on Work Engagement, and only Job Insecurity has a significant negative effect on Work Engagement. According to

the hypothesis we developed, we can look for it in the future with a variety of variables and more population.

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