ABSTRAK

Penelitian ini bertujuan untuk untuk mengetahui hubungan antara *psychological capital* dan *Perceived Organizational Support* dengan *Workplace Well-being* pada karyawan Super Dazzle Yogyakarta. Hipotesis penelitian ini yaitu terdapat hubungan *Perceived Organizational Support* antara *Psychological Capital* dan *Perceived Organizational Support* dengan *Workplace Well-being* pada karyawan Super Dazzle Yogyakarta. Subjek penelitian berjumlah 60 karyawan Super Dazzle Yogyakarta yang berkriteria merupakan karyawan tetap (PKWTT). Penentuan subjek penelitian menggunakan meotde Non-Probability Sampling. Penggunaan data penelitian menggunakan alat ukur berupa skala *Workplace Well-being*, *Psychological Capital* dan *Perceived Organizational Support*. Metode analisis data yang digunakan adalah analisis regresi linear berganda. Hasil analisis diperoleh nilai regresi linear berganda F = 227.826 dan p = 0.000 (p<0.050). nilai koefisien determinasi adjusted (R squared) sebesar 0.885 yang berarti bahwa *psychological capital* dan *perceived organizational support* memberikan sumbangan efektif sebesar 88.5% terhadap *workplace well-being*. Hasil penelitian ini menunjukkan bahwa terdapat korelasi yang signifikan antara *Psychological Capital* dan *Perceived Organizational Support* dengan *Workplace Well-being* pada karyawan Super Dazzle Yogyakarta.

Kata Kunci: *Psychological Capital, Perceived Organizational Support* dan *Workplace Well-being*.

ABSTRACT

This study aims to determine the relationship between psychological capital and Perceived Organizational Support with Workplace Well-being in Super Dazzle Yogyakarta employees. The hypothesis of this research is that there is a relationship between Perceived Organizational Support between Psychological Capital and Perceived Organizational Support with Workplace Well-being in Super Dazzle Yogyakarta employees. The research subjects were 60 employees of Super Dazzle Yogyakarta with the criteria of being permanent employees (PKWTT). Determination of research subjects using the Non-Probability Sampling method. The use of research data uses measuring tools in the form of Workplace Well-being, Psychological Capital and Perceived Organizational Support scales. The data analysis method used is multiple linear regression analysis. The results of the analysis obtained multiple linear regression values $F = 227.826$ and $p = 0.000$ ($p < 0.050$). the adjusted coefficient of determination (R squared) is 0.885, which means that psychological capital and perceived organizational support provide an effective contribution of 88.5% to workplace well-being. The results of this study indicate that there is a significant correlation between Psychological Capital and Perceived Organizational Support with Workplace Well-being in Super Dazzle Yogyakarta employees.

Keywords: Psychological Capital, Perceived Organizational Support and Workplace Well-being.