

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara modal psikologis terhadap *work engagement* pada karyawan di PT. Arami Jaya Purworejo. Hipotesis yang diajukan adalah terdapat hubungan positif antara modal psikologis terhadap *work engagement* pada karyawan di PT. Arami Jaya Purworejo. Subjek penelitian ini berjumlah 102 karyawan yang telah bekerja selama lebih dari dua tahun di PT. Arami Jaya Purworejo. Metode pengumpulan data menggunakan Skala *Work Engagement* dan Skala *Psychological Capital Questionnaire* (PCQ). Teknik analisis yang digunakan untuk uji hipotesis adalah korelasi *Product Moment* (*pearson correlation*). Berdasarkan hasil analisis diperoleh koefisien (r_{xy}) = 0,588 dengan taraf signifikansi 0,000 ($p < 0,050$). Hasil uji hipotesis tersebut menunjukkan bahwa terdapat hubungan positif antara modal psikologis dengan *work engagement* pada karyawan di PT. Arami Jaya Purworejo. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,588, artinya variabel modal psikologis memberikan sumbangan efektif sebesar 58,8% terhadap variabel *work engagement*, 41,2% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini.

Kata Kunci: Modal Psikologis, *Work engagement*, karyawan

ABSTRACT

This study aims to determine the relationship between psychological capital on work engagement to employees at PT. Arami Jaya Purworejo. The hypothesis put forward is that there is a positive relationship between psychological capital and work engagement to employees at PT. Arami Jaya Purworejo. The subjects of this study were 102 employees who had worked for more than two years at PT. Arami Jaya Purworejo. The data collection method uses a scale Work Engagement and Scale Psychological Capital Questionnaire (PCQ). The analysis technique used to test the hypothesis is correlation Product Moment (pearson correlation). Based on the results of the analysis, the coefficient (r_{xy}) = 0.588 was obtained with a significance level of 0.000 ($p < 0.050$). The results of the hypothesis test indicate that there is a positive relationship between psychological capital and work engagement to employees at PT. Arami Jaya Purworejo. Acceptance of the hypothesis in this study shows a coefficient of determination (R^2) of 0.588, meaning that the psychological capital variable makes an effective contribution of 58.8% to the variable work engagement, 41.2% influenced by other factors not examined in this study.

Keywords: *Psychological, Capital, Work engagement, Employees*