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Abstrak

Penelitian ini dilakukan guna mengetahui hubungan antara kesejahteraan psikologis (*psychological well-being*) dan keterikatan kerja (*work engagement*) pada karyawan rumah sakit umum daerah bolaang mongondow utara. Berdasarkan hasil wawancara peneliti dapat menyimpulkan diperoleh data sebanyak 9 dari 10 orang karyawan bermasalah dengan work engagementnya, hipotesis penelitian ini semakin tinggi *psychological well-being* maka akan diikuti dengan semakin tingginya *work engagement* subjek dalam penelitian ini adalah 73 terdiri dari PNS PTT karyawan rsud bolaang mongondow utara diukur menggunakan skala *utrecht work engagement Scale-9* (UWES-9) dan alat ukur *the scale of psychological well-being* (SPWB). Berdasarkan hasil pengujian terhadap hipotesis penelitian, diperoleh koefisien korelasi sebesar $r = 0,587$ dengan taraf signifikansi sebesar $0,000$ ($p < 0,050$), berarti ada korelasi positif antara kesejahteraan psikologis dengan *work-engagement*, sehingga hipotesis terbukti. Koefisien determinasi (R^2) yang diperoleh dalam penelitian ini sebesar $0,345$ menunjukkan bahwa kesejahteraan psikologis mempengaruhi *work-engagement* sebesar $34,5\%$ dan sisanya sebesar $65,5\%$ dipengaruhi oleh faktor-faktor lainnya. Berdasarkan hasil penelitian dipaparkan diatas, diperoleh mayoritas karyawan berada ditingkat kesejahteraan psikologi yang tinggi. Oleh karena itu diharapkan setiap karyawan dapat mempertahankan sikap positif dengan meningkatkan sosialisasi dengan rekan kerjanya menggali lebih dalam mengenai potensi dalam dirinya, dimana hal ini diharapkan mampu menciptakan rasa terikatnya terhadap pekerjaan rasa terikat terhadap perkerjaan itu kemudian diharapkan mampu meningkatkan efektifitas kerja dari karyawan.

Kata Kunci : Kesejahteraan Psikologis, Keterikatan Kerja, Karyawan RSUD

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This study was conducted to determine the relationship between psychological well-being and work engagement in employees of the North Bolaang Mongondow Regional General Hospital. Based on the results of interviews, the researcher can conclude that data obtained by 9 out of 10 employees have problems with their work engagement. The hypothesis of this study is that the higher the psychological well-being, the higher the work engagement. The subjects in this study were 73 civil servants consisting of PTT employees of the North Bolaang Mongondow Regional General Hospital, measured using the Utrecht Work Engagement Scale-9 (UWES-9) and The Scale of Psychological Well-being (SPWB) measuring instruments. Based on the results of testing the research hypothesis, a correlation coefficient of $r = 0.587$ was obtained with a significance level of $p < 0.050$, meaning that there is a positive correlation between psychological well-being and work-engagement, so the hypothesis is proven. The coefficient of determination (R^2) obtained in this study is 0.345, indicating that psychological well-being affects work-engagement by 34.5% and the remaining 65.5% is influenced by other factors. Based on the research results presented above, it is obtained that the majority of employees are at a high level of psychological well-being. Therefore, it is hoped that each employee can maintain a positive attitude by increasing socialization with his coworkers to dig deeper into his inner potential, where this is expected to create a sense of attachment to work. The sense of attachment to the job is then expected to increase the work effectiveness of employees.

Keywords: Psychological Wellbeing, Work Engagement, Hospital Employees