

HUBUNGAN ANTARA *PSYCHOLOGICAL WELL-BEING* DENGAN *WORK ENGAGEMENT* PADA KARYAWAN IT

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological well-being* dengan *work engagement* pada karyawan IT. Hipotesis yang diajukan adalah ada hubungan positif antara *psychological well-being* dengan *work engagement* pada karyawan IT. Subjek dalam penelitian ini berjumlah 30 orang yang memiliki ciri-ciri pria/wanita berusia minimal 20 - 45 tahun, telah bekerja minimal selama 1 (satu) tahun. Cara pengambilan subjek dengan menggunakan metode sampling jenuh. Pengambilan data penelitian ini menggunakan Skala *Psychological Well-being* dan Skala *Work Engagement*. Data dianalisis menggunakan korelasi *product moment* dengan program SPSS V.23. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0,948 dengan ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *psychological well-being* dengan *work engagement*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,899 yang berarti *psychological well-being* memiliki kontribusi 89,9% terhadap *work engagement* dan sisanya 10,1% dipengaruhi oleh faktor lain seperti *job resources* dan *personal resources* (meliputi *optimism*, *self esteem*, *self efficacy* dan resiliensi).

Kata kunci: *psychological well-being*, *work engagement*.

RELATIONSHIP BETWEEN *PSYCHOLOGICAL WELL-BEING* AND *WORK ENGAGEMENT* ON EMPLOYEES IT

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Abstract

This study aims to determine the relationship between psychological wellbeing with work engagement on IT employees. The hypothesis proposed is that there is a positive relationship between psychological wellbeing and work engagement on employees in IT. Subjects in this study amounted to 30 people who have characteristics of male women aged at least 20 - 45 years, has worked for a minimum of 1 (one) year. How to retrieve the subject by using the saturated sample method. The data were collected using Psychological Wellbeing Scale and Work Engagement Scale. Data were analyzed using product moment correlation with SPSS V.23 program. Based on the results of the analysis, obtained correlation value of 0,948 with ($p < 0,05$). These results indicate that there is a significant positive relationship between psychological wellbeing and work engagement. The acceptance of hypothesis in this study shows the coefficient of determination (R^2) of 0,899 which means psychological wellbeing has 89,9% contribution to work engagement and the remaining 10,1% is influenced by other factors such as job resources and personal resources (including optimism, self esteem, self efficacy and resilience).

Key words: *psychological well-being*, *work engagement*.