

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological well being* dengan loyalitas kerja karyawan honorer di Rumah Sakit dr. Soedjono Magelang. Subjek penelitian adalah karyawan honorer yang telah bekerja minimal satu tahun. Data dianalisis menggunakan program SPSS. Berdasarkan hasil analisis, diperoleh koefisien korelasi (r_{xy}) sebesar 0.541 ($p = 0.000$), sehingga hipotesis dalam penelitian ini dapat diterima karena terdapat hubungan positif antara PWB dengan loyalitas kerja. Sumbangan efektif yang diberikan PWB terhadap loyalitas kerja sebesar 21.1% dan sisanya 70.8% dipengaruhi oleh faktor lainnya yang tidak diteliti dalam penelitian ini seperti faktor rasional, emosional, dan kepribadian.

Kata kunci : *Psychological well being*, loyalitas kerja

Abstract

This study aims to determine the relationship between psychological well being with the work loyalty of temporary employees at the Hospital dr. Soedjono Magelang. Research subjects are honorary employees who have worked for at least one year. Data were analyzed using the SPSS program. Based on the analysis results, a correlation coefficient (r_{xy}) of 0.541 ($p = 0.000$) is obtained, so that the hypothesis in this study can be accepted because there is a positive relationship between PWB and work loyalty. The effective contribution given by PWB to work loyalty is 21.1% and the remaining 70.8% is influenced by other factors not examined in this study such as rational, emotional and personality factors.

Keywords: *Psychological well being, work loyalty*