

HUBUNGAN ANTARA *PSYCHOLOGICAL WELLBEING* DAN *WORK ENGAGEMENT* PADA KARYAWAN GENERASI Z DI *CAFE*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological wellbeing* dan *work engagement* pada karyawan generasi Z di *Cafe*. Penelitian ini mengajukan hipotesis yaitu ada hubungan yang positif antara *psychological wellbeing* dan *work engagement* pada karyawan generasi Z di *Cafe*. Subjek pada penelitian ini yaitu 124 karyawan generasi Z dengan rentang usia 17-29 tahun dan telah bekerja di *Cafe* minimal 3 bulan. Metode pengumpulan data yang digunakan dalam penelitian ini yaitu menggunakan Skala *Utrecht Work Engagement Scale* (UWES) dan Skala *Psychological Wellbeing*. Teknik analisis data yang digunakan yaitu menggunakan korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data yang diperoleh, koefisien korelasi (r_{xy}) = 0,553 dengan $p = 0,000$ ($p < 0,001$) yang menunjukkan bahwa hipotesis yang diajukan dalam penelitian ini diterima, yaitu ada korelasi positif yang tergolong sedang antara *psychological wellbeing* dan *work engagement* pada karyawan generasi Z di *Cafe*. Koefisien determinasi (R^2) sebesar 0,306 sehingga dapat dikatakan bahwa kontribusi *psychological wellbeing* sebesar 30,6 % terhadap *work engagement* dan sebesar 69,4% sisanya dipengaruhi oleh faktor lain.

Kata kunci: *Psychological wellbeing*, *work engagement*.

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL WELLBEING AND WORK ENGAGEMENT AMONG GENERATION Z EMPLOYEES IN CAFE

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ABSTRACT

This research aims to determine the relationship between psychological well-being and work engagement in generation Z employees at cafes. This research proposes a hypothesis, namely that there is a positive relationship between psychological well-being and work engagement in generation Z employees in cafes. The subjects in this research were 124 generation Z employees with an age range of 17-29 years and had worked at the cafe for at least 3 months. The data collection method used in this research is the Utrecht Work Engagement Scale (UWES) and the Psychological Wellbeing Scale. The data analysis technique used is Karl Pearson's product moment correlation. Based on the results of the analysis of the data obtained, the correlation coefficient (r_{xy}) = 0.553 with $p = 0.000$ ($p < 0.001$) which indicates that the hypothesis proposed in this research is accepted, namely that there is a positive correlation which is classified as moderate among psychological well-being and work engagement in generation Z employees at the Cafe. The coefficient of determination (R^2) is 0.306, so it can be said that the contribution of psychological well-being is 30.6% to work engagement and the remaining 69.4% is influenced by other factors.

Keywords: Psychological wellbeing, work engagement.