

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological well-being* dengan *work engagement* pada pengurus pondok pesantren X. Hipotesis yang diajukan adalah ada hubungan positif antara *psychological well-being* dengan *work engagement* pada pengurus pondok pesantren X. Subjek dalam penelitian ini berjumlah 40 orang yang memiliki ciri-ciri telah bekerja minimal selama 1 (satu) tahun. Cara pengambilan subjek menggunakan metode *propotionate stratified random sampling*. Pengambilan data penelitian ini menggunakan Skala *Psychological Well-Being* dan Skala *Work Engagement*. Data dianalisis menggunakan korelasi *product moment* dengan program SPSS. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0,687 dengan $p=0,000$ ($p<0,000$). 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 0,472 yang berarti *psychological well-being* memiliki kontribusi 47,2% terhadap *work engagement* dan sisanya 52,8% dipengaruhi oleh faktor lain seperti motivasi, dukungan sosial, lingkungan kerja, dan pengambilan keputusan.

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

ABSTRACT

This research aims to determine the correlation between psychological well-being with work engagement on manager boarding at X school. The hypothesis proposed is that there is a positive correlation between psychological well-being with work engagement on manager boarding at X school. Subjects in this research amounted to 45 people who have the specification have been working for at least 1 (one) year. The way to take the subject by using propotionate stratified random sampling method. Research data grabbing by using Psychological Well-Being Scale and Work Engagement Scale. Data Were analyzed using product moment correlation with SPSS program. Based on the analysis results, obtained correlation value amount 0,687 with $p=0,000$ ($p<0,000$). These results indicate that there is a significant positive correlation between psychological well-being with work engagement. The acceptance of the hypothesis in this research shows the coefficient of determination (R^2) for 0,472 which is mean psychological well-being have 47,2% contribution to work engagement and the rest 52,8% influenced by other factors such as motivation, social support, environment and decision making.

Key words: psychological well-being, work engagement