

ABSTRACT

This study aims to analyze the effect of Psychosocial Safety Climate on Work Engagement through Job Satisfaction as a mediating variable among employees of PT BPR Bank Bapas 69 Magelang. This study uses the Psychosocial Safety Climate as an independent variable, Work Engagement as the dependent variable, and Job Satisfaction as a mediating variable.

This study applies a quantitative approach using a census technique on the target population. The target population consists of 91 employees working as tellers, customer service staff, and marketing staff. Of this number, 80 questionnaires were returned and considered valid for analysis. Data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.0 software.

The results reveal four key findings. First, Psychosocial Safety Climate has a positive and significant effect on Work Engagement. Second, Psychosocial Safety Climate has a positive and significant effect on Job Satisfaction. Third, Job Satisfaction has a positive and significant effect on Work Engagement. Fourth, Job Satisfaction partially mediates the effect of Psychosocial Safety Climate on Work Engagement. These findings confirm that a psychologically oriented work climate increases employee Job Satisfaction, which subsequently drives higher levels of Work Engagement.

Keywords: Psychosocial Safety Climate, Work Engagement, Job Satisfaction

