

HUBUNGAN *PSYCHOLOGICAL WELL-BEING* DENGAN *WORK ENGAGEMENT* PEGAWAI FAKULTAS-FAKULTAS DI UNIVERSITAS DIPONEGORO SEMARANG

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ABSTRAK

Work engagement penting untuk dimiliki setiap individu yang bekerja. Bekerja membutuhkan tanggung jawab yang besar dan tidak akan lepas dari tuntutan kerja. Individu dengan *work engagement* yang baik, akan selalu *engaged*, merasa nyaman dan bahagia saat bekerja. Kebahagiaan dalam bekerja dipengaruhi oleh faktor *personal resources* individu yang di dalamnya terdapat *psychological well-being*. Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *psychological well-being* dan *work engagement* pada pegawai administrasi non-ASN dan kontrak Fakultas-Fakultas di Universitas Diponegoro Semarang. Populasi penelitian sebanyak 178 pegawai administrasi non-ASN dan kontrak. Sampel penelitian berjumlah 122 pegawai yang didapat berdasarkan rumus Isaac & Michael. Alat ukur yang dipakai dalam penelitian ini adalah Skala *Work Engagement* (32 aitem, $\alpha = 0,927$) dan Skala *Psychological Well-Being* (34 aitem, $\alpha = 0,920$). Analisis korelasi *Rank Spearman* menunjukkan adanya hubungan positif yang signifikan antara *psychological well-being* dan *work engagement*, $r_{xy} = 0,791$; $p = 0,000$. Hasil dari penelitian ini menandakan bahwa semakin tinggi *psychological well-being*, semakin tinggi pula *work engagement* pada pegawai administrasi non-ASN dan kontrak Fakultas-Fakultas di Universitas Diponegoro Semarang.

Kata kunci: *psychological well-being*, *work engagement*, pegawai kontrak, pegawai non-ASN.

**RELATIONSHIP BETWEEN PSYCHOLOGICAL WELL-BEING AND
WORK ENGAGEMENT FOR EMPLOYEES AT FACULTIES OF
DIPONEGORO UNIVERSITY SEMARANG**

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ABSTRACT

Work engagement is important for every working individual. Work requires great responsibility and will not be separated from the demands of work. Individuals with good work engagement will always be engaged, feel comfortable and happy at work. Happiness at work is influenced by individual personal resource factors which include psychological well-being. This study aims to determine whether there is a relationship between psychological well-being and work engagement in non-ASN administration employees and contract faculties at Diponegoro University Semarang. The study population consisted of 178 non-ASN and contract administration employees. The research sample is 122 employees obtained based on the Isaac & Michael formula. The measurement tools used in this study were the Work Engagement Scale (32 item, $\alpha = 0.927$) and the Psychological Well-Being Scale (34 item, $\alpha = 0.920$). Spearman's rank correlation analysis shows that there is a significant positive relationship between psychological well-being and work engagement, $r_{xy} = 0.791$; $p = 0.000$. The results of this study indicate that the higher the psychological well-being, the higher the work engagement of non-ASN administration employees and contract faculties at Diponegoro University Semarang.

Keywords : *psychological well-being, work engagement, employees, non-ASN, contract.*

