

ABSTRACT

The success of a company can not only be measured by annual revenue, but also attention must be paid to how human resources are managed within it. One of the goals of this management is to create employee engagement. When employees feel connected to the company, they tend to put maximum effort into their work. The purpose of this study is to analyze the influence of psychological capital on employee engagement, the influence of psychological capital on the quality of work life, and the influence of quality of work life on employee engagement. This type of research is explanatory and quantitative method. The respondents of this study were all Heads of Supporting Branch Office in X Bank in Region Jateng DIY with a total of 55 people. Data collection used a questionnaire analyzed with Partial Least Squares (PLS). The results of the study showed that there was a positive influence between Psychological Capital on Employee Engagement, there was a positive influence between Psychological Capital on Quality of Work Life, and there was a positive influence between Quality of Work Life on Employee Engagement. By improving the quality of employee work life, managers can increase motivation, commitment, and productivity.

Keywords: *Quality of Work Life, Employee Engagement, Psychological Capital*

