

# **EMPLOYEE ASSISTANCE PROGRAM (EAP) AS AN INTERVENTION MODEL FOR PSYCHOLOGICAL CAPITAL TO ENHANCE WORK ENGAGEMENT IN PT. X**

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## **Abstract**

This research aims to examine the influence of psychological capital (psycap) and organizational commitment on work engagement and to determine the intervention program to be implemented. The success of an organization depends on the approach which necessary for the organization to develop human resources effectively. Work engagement is defined as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption. Many factors can be influenced the work engagement, among others psychological capital and organizational commitment. Research subjects are employee of PT. X in Jakarta which amounted 71 respondents.

This research uses quantitative analyses method (multiple regression) through model using a questionnaire. The research result shows that both independent variable have significant effect on work engagement (Psycap:  $R^2= 0.572$ ,  $p=0.000$ ; organizational commitment:  $R^2= 0.423$ ,  $p=0.000$ ). the regression of both variables (Psycap and Organizational Commitment) to work engagement ( $R^2= 0.664$ ,  $p=0.000$ ). Meaning that psycap has a stronger effect on work engagement. Therefore the intervention program is designed to enhance and improve psychological capital. The proposed intervention program is Employee Assistance Program (EAP).

*Keyword: Psychological Capital, Organizational Commitment, Work Engagement, Employee Assistance Program*

Reference: 49 (1990–2011)