

Role of Psychological Capital and Quality of Work Life on Job Embeddedness in PT. XYZ

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Abstract

Company must be able to strengthens its employees to face the competition of business and convince employees to remain in the company. The study was conducted to see how the Role of Psychological Capital and Quality of Work Life on Job Embeddedness in PT. XYZ. Design research with quantitative approach and using simple random sampling consisting of 217 participants. The data analysis using regression analysis. The results showed the influence of Psychological Capital is 28.2 %, Quality of Work Life is 25.9 %, Psychological Capital and Quality of Work Life on Job Embeddedness are 40.1 % ($p = 0.000$).

Keywords: psychological capital, quality of work life, and job embeddedness