

The Effect of Psychological Capital and Quality of Work Life to Work Engagement on PT. XYZ Employee

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Abstract

The research was conducted to test the effect of psychological capital and quality of work life to work engagement on PT. XYZ Employee. Work engagement is a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption (Schaufeli, Salanova, Gonzalez-Roma, dan Bakker, 2002). Psychological capital is a positive development within an individual which can be identified with these characteristic: self-efficacy, optimism, hope, and resiliency (Luthans, Youssef, dan Avolio, 2007). Quality of work life is employee perception to condition and employee experience in their workplace (Walton, 1980). This research engage 90 correspondent from PT. XYZ selected by accidental sampling. This research conducted with quantitative approach using multiple linier regression analysis method. This research concludes that their were significant affect of psychological capital and quality of work life to work engagement. Based on the calculation, the psychological capital variable had a $\beta=0.592$ which show that it affect more on work engagement compare with the quality of work life variable that had $\beta=0.127$.

Keywords: Psychological Capital, Quality of Work Life, Work Engagement.