

The Role of Psychological Capital and Leadership to Performance with Mediator Work Engagement

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Abstract

This study aims to determine the role of psychological capital and leadership to performance with mediator work engagement. The measuring instruments used in this study are individual work performance questionnaire, psychological capital questionnaire-12, LMX questionnaire, and UWES-9 questionnaire. Result of structural equation modeling analysis to 322 study participants at PT. X shows the role of test result on t value display, it is obtained result work engagements partial mediator variable for psychological capital role to work performance ($t = 2.52 > 1.96$ and $t = 8.83 > 1.96$), while work engagement to leadership role to work performance is full mediator variables ($t = -0.20 < -1.96$ and $t = 8.83 > 1.96$).

Keywords: performance, psychological capital, work engagement. leadership