

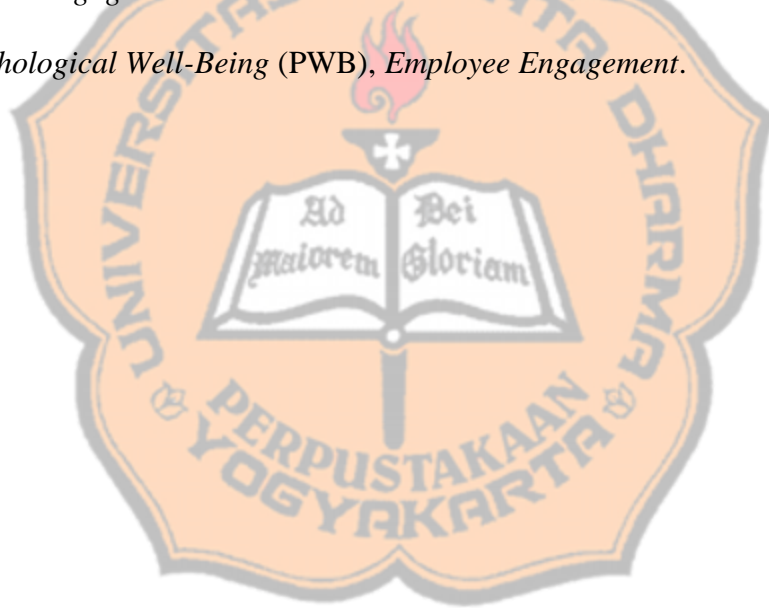
HUBUNGAN ANTARA *PSYCHOLOGICAL WELL BEING* DAN *EMPLOYEE ENGAGEMENT* PADA PERAWAT

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ABSTRAK

Tujuan penelitian ini adalah ingin melihat hubungan antara employee psychological well-being dan employee engagement pada perawat. Hipotesis penelitian ini yaitu adanya hubungan antara Employee Psychological Well-Being dan Employee Engagement. Subjek dalam penelitian ini sebanyak 159 orang karyawan yang berprofesi sebagai perawat di rumah sakit negeri dan rumah sakit swasta di Sragen, Jawa Tengah. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Saks (2006) untuk engagement dan Ryff dan Keyes (1995) untuk Psychological Well-Being (PWB). Reliabilitas skala dalam penelitian ini adalah engagement sebesar 0,758 dan reliabilitas skala PWB sebesar 0,753. Pengujian hipotesis dilakukan dengan menggunakan analisis Korelasi Spearman. Hasil analisis menunjukkan bahwa hipotesis dalam penelitian ini diterima. Diketahui nilai signifikansi sebesar 0,035 untuk hubungan PWB dan Engagement.

Kata kunci : *Psychological Well-Being (PWB), Employee Engagement.*



THE RELATIONSHIP BETWEEN *EMPLOYEE PSYCHOLOGICAL WELL-BEING* AND *EMPLOYEE ENGAGEMENT* IN NURSES

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ABSTRACT

The purpose of this research is to see the relationship between employee psychological well-being and employee engagement in nurses. Hypothesis in this research is there is significant relationship of PWB and engagement. Subject in this research was 159 employees who had the profession as nurses at the public hospital and private hospital in Sragen, Central Java. The scale used in this research was the scale which had been adapted from Saks (2006) for engagement and Ryff dan Keyes (1995) for the Psychological Well-Being (PWB). Scale reliability of this research was 0,758 for engagement and 0,753 of the PWB scale reliability. Hypothesis testing was done by using correlation analysis of Spearman. The result of the analysis showed that the hypothesis in this research was accepted. It was shown that the significant value was 0,035 for relationship of PWB and Engagement.

Keyword : *Psychological Well-Being (PWB), Employee Engagement.*

