

# Hubungan psychological well being dan work engagement pada karyawan yang bekerja di lokasi tambang = The correlation between psychological well being and work engagement in mining site worker

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## Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara psychological well-being dan work engagement pada karyawan yang bekerja di lokasi tambang. Pengukuran psychological well-being dilakukan dengan menggunakan alat ukur The Scale of Psychological Well-being (SPWB) yang disusun oleh Carol D. Ryff (1989) dan untuk mengukur work engagement digunakan alat ukur Utrecht Work Engagement Scale (UWES) yang disusun oleh Schaufeli dkk. pada tahun 2002. Partisipan penelitian berjumlah 75 orang, memiliki karakteristik usia 20-44 tahun dan telah bekerja selama lebih dari satu tahun. Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara psychological well-being dan work engagement ( $r = 0.635$ ,  $p < 0.01$ , two tails), yang artinya peningkatan pada psychological well-being diikuti dengan peningkatan pada work engagement karyawan.

.....This research was conducted to find the correlation between psychological wellbeing and work engagement in mining site workers. Psychological well-being was measured by using The Scale of Psychological Well-being (SPWB) which is developed by Carol D. Ryff (1989) and work engagement was measured by using Utrecht Work Engagement Scale (UWES) that have been developed by Schaufeli et al. (2002). The participants of this research are 75 persons, with age ranges between 20-44 years old and had been working in the mining site for at least one year. The result shows that psychological well-being is positively correlated with work engagement ( $r = 0.635$ ,  $p < 0.01$ , two tails), which means that increase in psychological well-being leads to increase of employee's work engagement.