

***PSYCHOLOGICAL CAPITAL AND WORK ENGAGEMENT ROLE OF  
EMPLOYEE WELL-BEING ON EMPLOYEES IN DKI JAKARTA***

**Dian Karlina**

***ABSTRACT***

*This research tested psychological capital and work engagement role of employee well-being on employees in DKI Jakarta. This research was conducted on the employees who work in Jakarta with a total sample of 400 people who are determined using non probability sampling technique with quota sampling. Psychological capital measured using a scale that consists of 24 items, work engagement measured using Utrecht Work Engagement Scale (UWES) that consist of 17 items, and employee well-being using a scale that consist of 17 items. Result of RMSEA fit model testing  $0.0714 < 0.08$ , AGFI  $0.919 > 0.90$ , and CFI  $0.986 > 0.90$  which mean that the data is fit and is in conformity with empirical data. This research was also conducted hypothesis test with F calculate value of  $345.446 > F$  from 3.018 table which mean hypothesis accepted, psychological capital and work engagement simultaneously role employee well-being.*

*Keywords : Psychological capital, Work engagement, and Employee well-being.*

**PERANAN *PSYCHOLOGICAL CAPITAL* DAN *WORK ENGAGEMENT*  
TERHADAP *EMPLOYEE WELL-BEING* PADA KARYAWAN DI DKI  
JAKARTA**

**Dian Karlina**

**ABSTRAK**

Penelitian ini menguji peranan *psychological capital* dan *work engagement* terhadap *employee well-being* pada karyawan di DKI Jakarta. Penelitian ini dilakukan pada karyawan yang bekerja di wilayah DKI Jakarta dengan jumlah sampel sebanyak 400 orang yang ditentukan dengan menggunakan teknik *non probability sampling* dengan *quota sampling*. *Psychological capital* diukur dengan menggunakan skala yang terdiri dari 24 item, *work engagement* diukur dengan menggunakan skala *Utrecht Work Engagement Scale* (UWES) yang terdiri dari 17 item, dan *employee well-being* menggunakan skala yang terdiri dari 17 item. Hasil pengujian kecocokan model RMSEA  $0,0714 < 0,08$  , AGFI  $0,919 > 0,90$ , dan CFI  $0,986 > 0,90$  yang dapat diartikan bahwa data sudah fit dan sudah sesuai dengan data empiris. Penelitian ini juga dilakukan uji hipotesa dengan nilai F hitung sebesar  $345,446 > F$  tabel  $3,018$  maka hipotesa dapat diterima, artinya *psychological capital* dan *work engagement* berperan secara simultan *employee well-being*.

Kata kunci: *Psychological capital*, *Work engagement*, *Employee well-being*.