

***THE INFLUENCE OF PSYCHOLOGICAL WELL BEING AND STRESS ON  
WORK ENGAGEMENT OF EMPLOYEE AT PT GARUDA MAINTENANCE  
FACILITY AEROASIA TBK***

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***ABSTRACT***

*This study aims to examine and analyze the effect of psychological well-being and stress on employee work engagement at PT Garuda Maintenance Facility AeroAsia Tbk. This study uses a quantitative method with a causal design. The number of samples that became the subject of the study was 102 employees at PT Garuda Maintenance Facility AeroAsia Tbk with a sampling technique that was purposive sampling. The method of data analysis is using regression analysis techniques and analyzed with the help of SPSS version 24. The results of this study indicate that (1) there is a positive and significant influence of psychological well being on work engagement of PT Garuda Maintenance Facility AeroAsia Tbk employees; (2) there is a positive and significant effect of stress on the work engagement of PT Garuda Maintenance Facility AeroAsia Tbk employees; (3) there is a positive and significant effect of psychological well being and stress simultaneously on the work engagement of employees of PT Garuda Maintenance Facility AeroAsia Tbk. The results of the study show that employee work engagement is strongly influenced by the psychological well being of each employee and to increase employee work engagement it is necessary to manage stress well.*

***Keywords:*** : *Psychological Well Being, Stress, Work Engagement*

**PENGARUH *PSYCHOLOGICAL WELL BEING* DAN STRES TERHADAP  
*WORK ENGAGEMENT* KARYAWAN DI PT GARUDA MAINTENANCE  
FACILITY AEROASIA TBK**

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**ABSTRAK**

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *psychological well being* dan stres terhadap *work engagement* karyawan di PT Garuda Maintenance Facility AeroAsia Tbk. Penelitian ini menggunakan metode kuantitatif dengan desain kausal. Jumlah sampel yang menjadi subjek penelitian yaitu 102 orang karyawan di PT Garuda Maintenance Facility AeroAsia Tbk dengan teknik pengambilan sampel yaitu *purposive sampling*. Metode analisis data yaitu menggunakan teknik analisis regresi dan dianalisa dengan bantuan SPSS versi 24. Hasil dari penelitian ini menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan *psychological well being* terhadap *work engagement* karyawan PT Garuda Maintenance Facility AeroAsia Tbk; (2) terdapat pengaruh positif dan signifikan stres terhadap *work engagement* karyawan PT Garuda Maintenance Facility AeroAsia Tbk; (3) terdapat pengaruh positif dan signifikan *psychological well being* dan stres secara simultan terhadap *work engagement* karyawan PT Garuda Maintenance Facility AeroAsia Tbk. Hasil penelitian menunjukkan bahwa *work engagement* karyawan sangat dipengaruhi oleh *psychological well being* masing-masing karyawan dan untuk meningkatkan *work engagement* karyawan perlu mengelola stres dengan baik.

**Kata Kunci :** *Psychological Well Being*, Stres, *Work Engagement*