

PENGARUH PSYCHOLOGICAL WELL-BEING TERHADAP WORK ENGAGEMENT PADA KARYAWAN OUTSOURCING DI PT WIJAYA KARYA BETON TBK UNIT BOYOLALI

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ABSTRAK

Tingginya tingkat absensi pada karyawan outsourcing di PT Wijaya Karya Beton Tbk Unit Boyolali menunjukkan salah satu ciri work engagement yang rendah, yang secara langsung mempengaruhi pelaksanaan tugas dan tanggung jawab karyawan. Work engagement yang rendah mengindikasikan psychological well-being yang kurang baik pada karyawan terhadap pekerjaannya, yang dapat berdampak negatif pada efisiensi dan pencapaian tujuan perusahaan secara optimal. Penelitian ini bertujuan untuk mengetahui pengaruh psychological well-being terhadap work engagement pada karyawan outsourcing di PT Wijaya Karya Beton Tbk Unit Boyolali. Subjek pada penelitian ini adalah 181 orang karyawan outsourcing PT Wijaya Karya Beton Tbk Unit Boyolali menggunakan metode kuantitatif. Alat ukur yang digunakan adalah skala psychological well-being berdasarkan teori yang dikemukakan oleh Ryff (1989) dan skala work engagement berdasarkan teori yang dikemukakan oleh Schaufeli & Bakker (2010). Hasil penelitian ini menunjukkan bahwa adanya pengaruh psychological well-being terhadap work engagement ($R = 0,566$, $p < 0,05$). Dari hasil analisa yang telah dilakukan juga diketahui bahwa psychological well-being memiliki kontribusi sebesar 37,8% terhadap work engagement pada karyawan outsourcing di PT Wijaya Karya Beton Tbk Unit Boyolali.

Kata Kunci: Outsourcing, Psychological Well-Being, Work Engagement

**THE INFLUENCE OF PSYCHOLOGICAL WELL-BEING ON WORK
ENGAGEMENT AMONG OUTSOURCING EMPLOYEES IN PT WIJAYA
KARYA BETON TBK BOYOLALI UNIT**

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ABSTRACT

The high level of absenteeism among outsourced employees at PT Wijaya Karya Beton Tbk Boyolali Unit indicates low work engagement, directly impacting the fulfilment of employee duties and responsibilities. A lack of enthusiasm for work indicates that employees may have poor psychological well-being, which can negatively affect productivity and the successful attainment of company objectives. This study aims to investigate the impact of psychological well-being on the work engagement of outsourcing employees at PT Wijaya Karya Beton Tbk Boyolali Unit. The research involved 181 outsourcing employees of PT Wijaya Karya Beton Tbk Boyolali Unit and utilized quantitative methods. The measuring instruments utilized are the psychological well-being scale, which is based on Ryff's theory (1989), and the work engagement scale, which is based on Schaufeli & Bakker's theory (2010). The findings of this study suggest that psychological well-being impacts work engagement ($R = 0.566$, $p < 0.05$). It is also revealed in the analysis results that psychological well-being contributes 37.8% to the work engagement of employees outsourced at PT Wijaya Karya Beton Tbk Boyolali Unit.

Keywords: Outsourcing, Psychological Well-Being, Work Engagement