

Hubungan antara psychological capital dan work engagement pada perawat = The correlation between psychological capital and Work engagement among nurse

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20308437&lokasi=lokal>

Abstrak

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara psychological capital dan work engagement pada perawat. Pengukuran psychological capital menggunakan alat ukur psychological capital questionarre (Luthans et al., 2007) dan pengukuran work engagement menggunakan alat ukur utrecht work engagement scale (Schaufeli et al., 2002 dalam Seppala et al., 2009). Partisipan berjumlah 173 perawat yang memiliki karakteristik bertugas di rumah sakit X yang merupakan rumah sakit milik pemerintahan di Jakarta Timur. Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara psychological capital dan work engagement pada perawat ($r = 0.364$; $p = 0.000$, signifikan pada L.o.S 0.01). Dapat diinterpretasikan bahwa semakin tinggi tingkat psychological yang dimiliki seseorang, maka semakin tinggi pula tingkat work engagement orang tersebut.

.....This research was conducted to find correlation between psychological capital and work engagement among nurse. Psychological capital was measured using a modification instrument named psychological capital questionarre (Luthans et al., 2007) and work engagement was measured using a modification instrument named utrecht work engagement scale (Schaufeli et al., 2002 in Seppala et al., 2009). The participants of this research are 173 nurse from hospital X. Hospital X is a government hospital located in East Jakarta. The main results of this research show that psychological capital positively correlated significantly with work engagement ($r = 0.364$; $p = 0.000$, signifikan pada L.o.S 0.01). This is, the higher psychological of one's own, the higher showing work engagement.