

# Hubungan antara psychological well-being dan kepuasan kerja pada PNS Organisasi Pemerintahan di Yogyakarta = The Correlation between psychological well-being and job satisfaction among Civil Servant in Yogyakarta

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## Abstrak

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara Psychological Well-being dan kepuasan kerja pada PNS Organisasi Pemerintahan. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan pengumpulan data melalui kuesioner. Pengukuran Psychological Wellbeing menggunakan alat ukur Ryff's Scale of Psychological Well Being dan pengukuran kepuasan kerja menggunakan Job Satisfaction Survey (Spector, 1994). Responden dalam penelitian ini berjumlah 141 PNS dari sembilan kantor pemerintahan di Yogyakarta.

Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara psychological well-being dan kepuasan kerja pada PNS Organisasi Pemerintahan ( $r = 0.283$ ;  $p = 0.001$ , signifikan pada L.o.S 0.05). Hasil tersebut dapat diartikan, semakin tinggi tingkat psychological well-being maka semakin tinggi pula tingkat kepuasan kerja PNS Organisasi Pemerintahan.

.....This research was conducted to find the correlation between psychological wellbeing and job satisfaction among civil servant. This research is using quantitative approach by collecting data through questionnaires. Psychological well-being was measured by instrument named Ryff's Psychological Well Being Scale, which is adopted from previous research by a research team of psychological well-being in 2012. Job satisfaction was measured by instrument named Job Satisfaction Survey (Spector, 1994). The participants of this research are 141 civil servants from nine government offices in Yogyakarta.

The main result of this study show that psychological well-being positively correlated significantly with job satisfaction ( $r= 0.283$ ;  $p = 0.001$ , significant at L.o.S 0.05). Interpretation from the result is, higher psychological well-being, the higher job satisfaction.