

**PSYCHOLOGICAL WELL-BEING PADA PEKERJA DITINJAU DARI
PSYCHOLOGICAL CAPITAL, WORKPLACE SPIRITUALITY,
DAN WORK-LIFE BALANCE**

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Abstrak. Kesehatan mental di tempat kerja semakin menjadi perhatian seiring dengan meningkatnya stres dan depresi di tempat kerja. *Psychological well-being* mampu menentukan cara individu menangani stres dan menghadapi berbagai tantangan kerja. Tujuan penelitian ini adalah menguji pengaruh *psychological capital*, *workplace spirituality*, dan *work-life balance* terhadap *psychological well-being*. Skala yang digunakan dalam penelitian adalah skala *psychological well-being*, skala *psychological capital*, skala *workplace spirituality*, dan skala *work-life balance*. Data penelitian dari 225 pekerja muda yang tergolong sebagai Generasi Y dianalisis dengan *Structural Equation Modeling* (SEM). Hasil uji analisis menunjukkan bahwa model hubungan antara *psychological capital*, *workplace spirituality*, dan *work-life balance* terhadap *psychological well-being* sesuai dengan data empiris. Lebih lanjut, hasil analisis menunjukkan bahwa *psychological capital* berpengaruh secara positif dan signifikan terhadap *workplace spirituality*, *psychological capital* berpengaruh secara positif dan signifikan terhadap *work-life balance*, *workplace spirituality* berpengaruh secara positif dan signifikan terhadap *work-life balance*, serta *work-life balance* berpengaruh secara positif dan signifikan terhadap *psychological well-being*.

Kata kunci: *psychological well-being*, *psychological capital*, *workplace spirituality*, dan *work-life balance*.

Abstract. Mental health at the workplace became a concern along with the increasing of stress and depression in the workplace. *Psychological well-being* was able to determine how individual cope with stress and dealing with various challenges in the workplace. The aim of this research was to explore *psychological well-being* by examining *psychological capital*, *workplace spirituality*, and *work-life balance* among 225 young workers as classified as Y Generation. Four measuring instruments were used in this study, consisted of: *psychological well-being* scale, *psychological capital* scale, *workplace spirituality* scale, and *work-life balance* scale. By using *Structural Equation Modeling* (SEM) analysis, the relational model of *psychological capital*, *workplace spirituality*, and *work-life balance* toward *psychological well-being* were fit with the empirical data. The result also indicated that there was a positive and significant effect of *psychological capital* to *workplace spirituality*, a positive and significant effect of *psychological capital* to *work-life balance*, a positive and significant effect of *workplace spirituality* to *work-life balance*, and a positive and significant effect of *work-life balance* to *psychological well-being*.

Keyword: *psychological well-being*, *psychological capital*, *workplace spirituality*, and *work-life balance*.