

**ANALISIS MODELING MODAL PSIKOLOGIS DAN ORGANIZATIONAL  
VIRTUOUSNESS TERHADAP WORK ENGAGEMENT PADA  
KARYAWAN GENERASI MILENIAL**

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**ABSTRAK**

*Work engagement* merupakan salah satu faktor yang dapat memprediksi performa kerja, namun generasi milenial disebut memiliki *work engagement* yang rendah dibanding generasi sebelumnya. Modal psikologis dan *organizational virtuousness* merupakan faktor penting untuk meningkatkan *work engagement*. Penelitian ini bertujuan untuk menguji model peran modal psikologis dan *organizational virtuousness* sebagai prediktor *work engagement*. Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan menggunakan skala modal psikologis, *organizational virtuousness*, dan *work engagement*. Analisis data dengan model persamaan struktural. Jumlah subyek 212 orang karyawan generasi milenial yang lahir diantara tahun 1980 hingga 2000. Hasil analisis menunjukkan model yang diajukan memenuhi indeks *goodness-of-fit* ( $\chi^2 = 1536,521$ ; CMIN/df=1,818; RMSEA=0,062; PNFI=0,663), artinya hipotesis penelitian ini diterima, model teoritik sesuai dengan data empirik. Modal psikologis maupun *organizational virtuousness* memiliki peran positif terhadap *work engagement*. Temuan ini mendukung bahwa peningkatan *work engagement* dapat dilakukan melalui *organizational virtuousness* dan modal psikologis.

**Kata Kunci:** keterikatan kerja, milenial, modal psikologis, model struktural, virtuousness

## **MODELING ANALYSIS OF PSYCHOLOGICAL CAPITAL AND ORGANIZATIONAL VIRTUOUSNESS TO WORK ENGAGEMENT OF MILENIAL WORKER**

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### **ABSTRACT**

Work engagement is one of job performance predictor, but millennial is known to have lower work engagement than older generation. Psychological capital and organizational virtuousness are some important factor to increase work engagement. The aim of this study was to determine psychological capital and organizational virtuousness model as work engagement predictor. This research used quantitative approach. Questionnaires used to collect data about psychological capital, organizational virtuousness, and work engagement and analyzed by Structural Equation Modeling. The subject are 212 millennial worker who born between 1980 until 2000. The result showed that the model has goodness-of-fit indices ( $\chi^2 = 1536,521$ ; CMIN/df=1,818; RMSEA=0,062; PNFI=0,663), the hypothesis was accepted which explained that conceptual model fit with empirical data. Psychological capital and organizational virtuousness had positive impact to work engagement. These result provide support about improvement of work engagement through organizational virtuousness and psychological capital.

**Keyword:** millennial, psychological capital, structural modeling, virtuousness, work engagement