

Peran *Psychological Capital* terhadap *Work Engagement* pada Pegawai Perbankan dengan *Work Meaningfulness* sebagai Mediator

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Abstract. Banking business is one of the backbones of Indonesian economic development. Current pandemic situation has caused economic development to decline, thus making working performances in corporations not optimal and made business operators, including employees, became less engaged with their work. Work engagement is crucial for employees due to its positive impact on employees to stay optimal in accordance to their capabilities. This research is conducted with the purpose of comparing psychological capital and work engagement with work meaningfulness as mediator on bank employees. The subjects are 325 bank employees with work experience of at least six months. This research is conducted using quantitative method through correlational approach. Based on the simple mediation analysis from Hayes results, it is concluded that work meaningfulness functions as mediator which amplifies psychological capital perceptual influences on work engagement of bank employees with p value = 0.000 ($p < 0,05$) and coefficient 0,5111. This means that work meaningfulness had a function as a strength mediator functions of bank employer. The higher an employee's psychological capital, the higher they sense work meaningfulness, and thus impacts the rate of their work engagement.

Keywords: work engagement, psychological capital, work meaningfulness, banking employees

Abstrak. Bisnis perbankan menjadi salah satu tulang punggung bagi perekonomian nasional. Situasi pandemi saat ini membuat pergerakan perekonomian melambat, sehingga pertumbuhan performa perusahaan tidak optimal dan para pegawai menjadi kurang terikat dengan pekerjaannya (*work engagement*). *Work engagement* sangat penting bagi para pegawai dikarenakan kondisi tersebut dapat memberikan dampak positif bagi pegawai untuk dapat bekerja dengan optimal sesuai dengan kemampuannya. Penelitian ini bertujuan untuk menguji *psychological capital* dan *work engagement* dengan *work meaningfulness* sebagai mediator pada pegawai perbankan. Subjek penelitian merupakan pegawai perbankan sebanyak 325 pegawai dan minimal telah bekerja selama 6 bulan. Penelitian dilakukan dengan menggunakan metode kuantitatif melalui pendekatan korelasional. Berdasarkan hasil analisis mediasi PROCESS dari Hayes diperoleh bahwa pengaruh keseluruhan (*total effect*) adalah signifikan dengan $p = 0.000$ ($p < 0,05$) dan nilai koefisien 0,5111. Artinya, *work meaningfulness* dapat berfungsi sebagai mediator yang memperkuat pengaruh *psychological capital* terhadap *work engagement* pegawai perbankan. Pegawai yang memiliki *psychological capital* dalam diri maka pegawai dapat merasakan *work meaningfulness* dalam bekerja, dan selanjutnya dapat berdampak pada peningkatan *work engagement* pegawai perbankan.

Kata kunci: work engagement, psychological capital, work meaningfulness, pegawai perbankan