

## PERAN IKLIM PSIKOLOGIS DAN *QUALITY OF WORK LIFE* PADA *WORK ENGAGEMENT*

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**Abstract.** This study aims to determine the role of psychological climate and quality of work life on work engagement. The subjects of this study were 220 Civil Servants who worked at the Kulon Progo Regency Government Service. Data collection was carried out using a survey method by distributing questionnaires during working hours. There were three scales used in this study, namely the *Utrecht Work Engagement Scale 17* (UWES-17), the psychological climate scale, and the *Work-Related Quality of Life* (WRQoL) scale. Data were analyzed using the multiple linear regression technique. The results of this study shows that psychological climate and quality of work life play a role in predicting work engagement with an effective contribution of 26.2%. Psychological climate contributed 14.8% and quality of work life contributed 11.4%.

**Keywords:** *work engagement, psychological climate, quality of work life*

**Abstrak.** Penelitian ini bertujuan untuk mengetahui peran iklim psikologis dan *quality of work life* pada *work engagement*. Subjek penelitian ini adalah 220 Pegawai Negeri Sipil (PNS) yang bekerja di Dinas Pemerintahan Kabupaten Kulon Progo. Pengambilan data dilakukan dengan metode survei dengan cara membagikan kuesioner pada jam kerja. Terdapat tiga skala yang digunakan dalam penelitian ini, yaitu *Utrecht Work Engagement Scale 17* (UWES-17), skala iklim psikologis, dan skala *Work-Related Quality of Life* (WRQoL). Data dianalisis menggunakan teknik regresi linear berganda. Hasil penelitian ini adalah secara bersama-sama iklim psikologis dan *quality of work life* berperan memprediksi *work engagement* dengan sumbangan efektif sebesar 26,2%. Iklim psikologis menyumbang sebesar 14,8% dan *quality of work life* menyumbang sebesar 11,4%.

**Kata kunci:** *work engagement, iklim psikologis, quality of work life*