

ABSTRACT

Work engagement has many positive impacts on the organization. Work engagement will make employees enthusiastic, contribute more and give their best effort physically, cognitively and emotionally. One of the sources of this work engagement comes from personal resources such as psychological capital. Psychological capital is an important resource that generates and maintains motivation in individuals, then this motivation will form work engagement. Employees with work engagement will generally show good job performance. Based on this concept, this study aims to examine the effect of psychological capital on job performance with work engagement as a mediating variable. This research was conducted on banking employees in Jakarta who did Work From Home (WFH).

This research is a type of quantitative research. Data collection was carried out by surveying through the distribution of online questionnaires. The questionnaire collected was 109 data, but only 102 data could be used. The data obtained were analyzed using regression test for hypothesis testing. The results showed that psychological capital had a positive and significant effect on job performance. Work engagement also partially mediates the positive effect of psychological capital on job performance.

Kata kunci: work engagement, psychological capital, job performance