ABSTRAK

**HUBUNGAN ANTARA PSYCHOLOGICAL CAPITAL DENGAN
WORK ENGAGEMENT PADA PERAWAT RUMAH SAKIT
JIWA PROF HB SAANIN PADANG**

Penelitiannya bertujuan untuk mengetahui secara empirik apakah terdapat hubungan antara *Psychological Capital* dengan *Work Engagement* pada Perawat Rumah Sakit Jiwa Prof HB Saanin Padang. Alat ukur yang digunakan dalam penelitian ini adalah skala *Psychological Capital* dan *Work Engagement* menggunakan metode *probability sampling* untuk menentukan jumlah sampel. Perawat yang digunakan sebagai sampel penelitian adalah 116 orang. Hasil koefisien validitas pada skala *Work Engagement* dengan nilai corrected item-total correlation berkisar antara 0,307 sampai dengan 0,739 sedangkan koefisien reliabilitasnya sebesar 0,879. Hasil koefisien validitas pada skala *Psychological Capital* dengan nilai corrected item-total correlation berkisar antara 0,416 sampai dengan 0,661 sedangkan koefisien reliabilitasnya sebesar 0,857. Berdasarkan analisis data, nilai korelasi 0,679 dengan tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang sangat signifikan antara *Psychological Capital* dan *Work Engagement* dengan arah positif pada perawat Rumah Sakit Jiwa Prof HB Saanin Padang. Kontribusi efektif dari variabel work engagement pada organizational citizenship behavior adalah sebesar 46%.

Kata kunci: ***work engagement, psychological capital*, perawat, rumah sakit jiwa**

ABSTRACT

**THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND
WORK ENGAGEMENT IN HOSPITAL NURSES
THE SOUL OF PROF HB SAANIN PADANG**

The research aims to find out empirically whether there is a relationship between Psychological Capital and Work Engagement in Nurses at Prof HB Saanin Padang Mental Hospital. The measuring instrument used in this research is the Psychological Capital and Work Engagement scale using a probability sampling method to determine the sample size. The nurses used as research samples were 116 people. The results of the validity coefficient on the Work Engagement scale with corrected item-total correlation values range from 0.307 to 0.739 while the reliability coefficient is 0.879. The results of the validity coefficient on the Psychological Capital scale with corrected item-total correlation values range from 0.416 to 0.661 while the reliability coefficient is 0.857. Based on data analysis, a correlation value of 0.679 with a significance level of 0.000 was obtained, which means the hypothesis was accepted. This shows that there is a very significant relationship between Psychological Capital and Work Engagement in a positive direction for nurses at Prof HB Saanin Padang Mental Hospital. The effective contribution of the work engagement variable to organizational citizenship behavior is 46%.