

ABSTRAK

Michael Revanza. 2025. Hubungan Antara *Employee Well-Being*, *Psychological Capital* Dan *Job Resources* Terhadap *Work Engagement* Karyawan Pabrik Gula Rejo Agung Baru Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

Abstrak : Penelitian ini bertujuan untuk membuktikan bahwa *Employee Well-Being*, *Psychological Capital*, dan *Job Resources* memiliki pengaruh terhadap *Work Engagement* pada karyawan Pabrik Gula Rejo Agung Baru Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan data primer yang diperoleh melalui penyebaran kuesioner kepada 224 responden. Teknik analisis yang digunakan adalah regresi linier berganda dengan bantuan aplikasi SPSS versi 24. Hasil penelitian menunjukkan bahwa *Employee Well Being*, *Psychological Capital*, dan *Job Resources* berpengaruh positif dan signifikan terhadap *Work Engagement*, di mana kesejahteraan karyawan, modal psikologis yang tinggi, serta tersedianya sumber daya kerja mendorong peningkatan keterlibatan karyawan dalam pekerjaan.

Kata Kunci: *Employee Well-Being*, *Psychological Capital*, *Job Resources*, *Work Engagement*

ABSTRACT

Michael Revanza. 2025. The Relationship Between Employee Well-Being, Psychological Capital, and Job Resources on Work Engagement of Employees at the Rejo Agung Baru Sugar Factory in Madiun. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisors: (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

Abstract: This study aims to demonstrate that Employee Well-Being, Psychological Capital, and Job Resources influence Work Engagement among employees at the Rejo Agung Baru Sugar Factory in Madiun. This study used a quantitative approach with primary data obtained through questionnaires distributed to 224 respondents. The analysis technique used was multiple linear regression with the assistance of SPSS version 24. The results showed that Employee Well-Being, Psychological Capital, and Job Resources have a positive and significant effect on Work Engagement, where employee well-being, high psychological capital, and the availability of work resources encourage increased employee engagement.

Keywords: Employee Well-Being, Psychological Capital, Job Resources, Work Engagement