

# HUBUNGAN ANTARA MODAL PSIKOLOGIS DAN KETERPIKATAN KERJA PADA KARYAWAN FREELANCE

Hanif Nugroho Paramarta<sup>1</sup>, Annisa Miranty Nurendra<sup>2</sup>

## Intisari

Penelitian ini bertujuan untuk mengetahui hubungan antara Modal Psikologis dan Keterpikatan Kerja karyawan *freelance* generasi milenial. Hipotesis yang diajukan adalah Modal Psikologis akan berhubungan positif Keterpikatan Kerja karyawan *freelance*. Jumlah partisipan penelitian ini sebanyak 112 karyawan *freelance*, yang terdiri dari 59 karyawan *freelance* laki-laki (52,7%) dan 53 karyawan *freelance* perempuan (47,3%). Alat ukur yang digunakan pada variabel Modal Psikologis di adaptasi dari Psychological capital Questionnaire (PCQ) (Luthans et al., 2007). Alat ukur Keterpikatan Kerja di adaptasi dari Utrecht Keterpikatan Kerja Scale (UWES-17) (Schaufeli & Bakker, 2004). Analisis penelitian ini menggunakan teknik korelasi non-parametrik Spearman Rho menunjukkan bahwa terdapat nilai koefisien korelasi  $r = 0.715$  dan  $p = 0.001$  ( $p < 0.05$ ), hasil tersebut diketahui bahwa Modal Psikologis berhubungan positif dengan Keterpikatan Kerja. Semakin tinggi tingkat Modal Psikologis karyawan *freelance* semakin tinggi juga Keterpikatan Kerja -nya. Berdasarkan hasil tersebut hipotesis dalam penelitian ini diterima.

**kata kunci: Modal Psikologis, Keterpikatan Kerja**

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## **Abstract**

This study aims to determine the relationship between Psychological Capital and Work Engagement of millennial generation freelance employees. The hypothesis put forward is that Psychological Capital will have a positive relationship with Work Engagement of freelance employees. The number of participants in this study were 112 freelance employees, consisting of 59 male freelance employees (52.7%) and 53 female freelance employees (47.3%). The measuring tool used for the variable Psychological Capital was adapted from the Psychological capital Questionnaire (PCQ) (Luthans et al., 2007). The Work Engagement measuring tool was adapted from the Utrecht Work Engagement Scale (UWES-17) (Schaufeli & Bakker, 2004). The analysis of this research using Spearman Rho's non-parametric correlation technique shows that there is a correlation coefficient of  $r = 0.715$  and  $p = 0.001$  ( $p < 0.05$ ), the results show that Psychological Capital is positively related to Work Engagement. The higher the psychological capital, followed by the higher the work engagement. Based on these results the hypothesis in this study was accepted.

***Keywords: Psychological Capital, Work Engagement***