

Judul Penelitian Pengaruh *Psychological Capital*, Dukungan Sosial, Dan Kesejahteraan Psikologis Terhadap Kinerja Karyawan Pada PT Timoritel Malang

Dosen Pembimbing I : Dr. Miftahul Munir, SE.,MM

Dosen Pembimbing II : Diana Ambarwati, S.Pd.,MM

Nama Mahasiswa : Ahmad Agus Tri Mulyono

NPM : 21130210327

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh resiliensi, dukungan sosial, dan kesejahteraan psikologis terhadap kinerja karyawan pada CV Duta Jaya Tehnic. Resiliensi adalah kemampuan individu dalam menghadapi tekanan dan tantangan di tempat kerja. Dukungan sosial mencakup bantuan dari rekan kerja maupun keluarga, sedangkan kesejahteraan psikologis merujuk pada kondisi kesehatan mental yang baik. Penelitian ini mengajukan hipotesis bahwa ketiga faktor tersebut, baik secara parsial maupun simultan, berpengaruh signifikan terhadap kinerja karyawan. Penelitian ini menggunakan metode kuantitatif dengan pendekatan survei. Data dikumpulkan melalui kuesioner yang disebarakan kepada 38 karyawan dan dianalisis menggunakan regresi linier berganda.

Hasil penelitian menunjukkan bahwa secara parsial, resiliensi berpengaruh signifikan terhadap kinerja karyawan ($p = 0,001 < 0,05$), sementara dukungan sosial ($p = 0,573$) dan kesejahteraan psikologis ($p = 0,700$) tidak berpengaruh signifikan. Secara simultan, ketiga variabel terbukti berpengaruh signifikan terhadap kinerja karyawan ($p < 0,001$). Temuan ini menegaskan bahwa resiliensi memainkan peran penting dalam meningkatkan kinerja, meskipun dua variabel lainnya tidak berpengaruh signifikan secara parsial.

Kata Kunci: Resiliensi, Dukungan Sosial, Kesejahteraan Psikologis, Kinerja Karyawan

Title of The Effects Of Psychological Capital, Social Support, And Psychological Well-Being On Employee Performance At PT Timoritel Malang

Advisor I : Dr. Miftahul Munir, SE.,MM

Advisor II : Diana Ambarwati, S.Pd.,MM

Student Name : Ahmad Agus Tri Mulyono

NPM : 21130210327

ABSTRACT

This study is focused on examining the effect of resilience, social support, and psychological well-being on employee performance at CV Duta Jaya Tehnic. Resilience is an individual's ability to deal with pressures and challenges in the workplace. Social support includes help from coworkers and family. Psychological well-being refers to a state of good mental health. This study proposes the hypothesis that these three factors, both partially and simultaneously, have a significant effect on employee performance in the company. The research method used is quantitative with a survey approach. Data were collected through questionnaires distributed to 38 employees of CV Duta Jaya Tehnic. Data analysis was performed with multiple linear regression to test the partial and simultaneous effects of resilience, social support, and psychological well-being on employee performance.

The results showed that partially, resilience has a significant effect on employee performance ($p = 0.001 < 0.05$). In contrast, social support ($p = 0.573$) and psychological well-being ($p = 0.700$) showed no significant effect partially. Meanwhile, simultaneously the three independent variables were shown to have a significant effect together on employee performance ($p < 0.001$). This finding confirms that personal resilience plays an important role in improving employee performance of CV Duta Jaya Tehnic, although social support and psychological well-being did not have a significant effect partially. Overall, the regression model involving the three independent variables made a significant contribution in explaining employee performance in this company.

Keywords: Resilience, Social Support, Psychological Well-being, Employee Performance.