

**Pengaruh Modal Psikologis Terhadap Kinerja Karyawan
Yang Dimediasi Oleh Keterikatan Kerja
(Studi Pada PT. POS Indonesia Cabang Mojokerto)**

ABSTRAK

**Oleh:
Safa Naura Rifanda
2061166**

**Dosen Pembimbing:
Nurali, SE., MSM**

Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh modal psikologis terhadap kinerja karyawan PT. Pos Indonesia Cabang Mojokerto. Penelitian menggunakan pendekatan kuantitatif dengan metode penelitian eksplanasi (explanatory research). Populasi dan sampel yang digunakan dalam penelitian ini adalah 38 karyawan PT. Pos Indonesia Cabang Mojokerto. Teknik analisis yang digunakan meliputi uji validitas, uji reliabilitas, analisis deskriptif, analisis SEM-PLS dengan menggunakan software SmartPLS 4.0. Hasil penelitian menunjukkan bahwa Modal Psikologis secara langsung berpengaruh signifikan terhadap Kinerja Karyawan, Modal Psikologis berpengaruh signifikan terhadap Keterikatan Kerja, Keterikatan Kerja dapat meningkatkan Kinerja Karyawan dan Keterikatan Kerja mampu memediasi Modal Psikologis terhadap Kinerja Karyawan.

Kata Kunci : Modal Psikologis, Keterikatan Kerja dan Kinerja Karyawan.

**The Influence of Psychological Capital on Employee Performance
Which is Mediated by Work Engagement
(Study at PT. POS Indonesia Mojokerto Branch)**

ABSTRACT

By:
Safa Naura Rifanda
2061194

Advisor:
Nurali, SE., MSM

This research aims to analyze and explain the influence of psychological capital on the performance of PT employees. Pos Indonesia Mojokerto Branch. The research uses a quantitative approach with explanatory research methods. The population and sample used in this research were 38 employees of PT. Pos Indonesia Mojokerto Branch. The analysis techniques used include validity tests, reliability tests, descriptive analysis, SEM-PLS analysis using SmartPLS 4.0 software. The research results show that Psychological Capital directly has a significant effect on Employee Performance, Psychological Capital has a significant effect on Work Engagement, Work Engagement can improve Employee Performance and Work Engagement can mediate Psychological Capital on Employee Performance.

Keywords : Psychological Capital, Work Engagement and Employee Performance.