

## TABLE OF CONTENTS

<b>ABSTRACT</b> .....	<b>iv</b>
<b>TABLE OF CONTENTS</b> .....	<b>viii</b>
<b>LIST OF TABLES</b> .....	<b>xii</b>
<b>LIST OF FIGURES</b> .....	<b>xiii</b>
<b>CHAPTER I INTRODUCTION</b> .....	<b>1</b>
<b>1.1 Research Overview</b> .....	<b>1</b>
<b>1.2 Research Background</b> .....	<b>3</b>
<b>1.3 Problem Formulation</b> .....	<b>16</b>
<b>1.4 Research Objective</b> .....	<b>17</b>
<b>1.5 Benefits of Research</b> .....	<b>17</b>
<b>1.6 Systematics of Final Project Writing</b> .....	<b>18</b>
<b>CHAPTER II LITERATURE REVIEW</b> .....	<b>19</b>
<b>2.1. Previous Theory and Research</b> .....	<b>19</b>
<b>2.1.1. Human Resource Management</b> .....	<b>19</b>
<b>2.1.2. Psychological Well-being</b> .....	<b>19</b>
<b>2.1.2.1. Psychological Well-being Dimensions</b> .....	<b>20</b>
<b>2.1.3. Work Engagement</b> .....	<b>22</b>
<b>2.1.3.1. Work Engagement Dimensions</b> .....	<b>23</b>
<b>2.1.4. Work Environment</b> .....	<b>24</b>
<b>CHAPTER III RESEARCH METHODOLOGY</b> .....	<b>49</b>
<b>3.1 Research Characteristic</b> .....	<b>49</b>
<b>3.2 Variable Operational</b> .....	<b>50</b>

3.2.1 Independent Variable .....	50
3.2.2 Dependent Variable.....	50
3.2.3 Measurement Scale .....	53
3.3 Research Steps .....	55
3.4 Population and Sample .....	57
3.4.1 Population .....	57
3.4.2 Sample .....	57
3.5 Data Collection .....	58
3.5.1 Data Source.....	58
3.5.2 Data Collection Technique .....	59
3.6 Validity Test and Reliability Test .....	59
3.6.1 Validity Test.....	59
3.6.2 Reliability Test.....	61
3.7 Data Analysis Method.....	62
3.7.1 Descriptive Analysis .....	62
3.7.2 Structural Equation Modeling (SEM).....	63
3.7.2.1 Path Coefficient .....	67
3.7.2.2 R <sup>2</sup> Coefficient Determination Test.....	67
3.7.2.3 T- test.....	67
3.7.3 Hypothesis Testing .....	68
CHAPTER IV RESULT AND DISCUSSION.....	69
4.1. Respondent Collection .....	69
4.1.1. Respondent Characteristics.....	69
4.2. Research Result .....	72

4.2.1. Descriptive Statistical Analysis .....	72
4.2.2. Verificative Analysis (PLS-SEM) .....	81
4.2.2.1. Measurement Model Assessment (Outer model).....	82
4.2.2.2. Structural Model Assessment (Inner Model).....	88
4.2.2.3. Hypothesis Testing .....	90
4.2.3. Model Fit Test.....	92
4.2.4. Goodness of Fit Index (GoF) .....	92
4.3. Discussion of Research Results .....	93
4.3.1. Respondent Characteristics.....	93
4.3.2. Descriptive Variable of Psychological Well-Being .....	94
4.3.3. Descriptive Variable of Work environment.....	94
4.3.4. Deskriptif Variabel Work engagement .....	95
4.3.5. Hypothesis Test (H1): The Impact of Psychological Well-Being Tards Work Engagement.....	96
4.3.6. Hypothesis Test (H2): The Impact of Work Environment Towards Work Engagement .....	96
<b>CHAPTER V CONCLUSION AND SUGGESTION .....</b>	<b>98</b>
<b>5.1 Conclusion .....</b>	<b>98</b>
<b>5.2 Suggestion .....</b>	<b>98</b>
5.2.1 Practical Suggestions.....	98
5.2.2 Suggestions for Further Researchers .....	99
<b>REFERENCES .....</b>	<b>100</b>
<b>ATTACHMENT .....</b>	<b>105</b>