

***THE ROLE OF PSYCHOLOGICAL CAPITAL IN WORK ENGAGEMENT AMONG  
EMPLOYEES WORKING AT THE REGIONAL OFFICE OF  
THE MINISTRY OF LAW OF NORTH SUMATERA***

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***ABSTRACT***

This study focuses on analyzing the correlation between Psychological Capital and Work Engagement by involving 120 respondents who are employees at the North Sumatra Regional Office of the Ministry of Law and Human Rights. Data were collected using two psychological scales, comprising 34 valid items for the Psychological Capital and 29 valid items for the Work Engagement variable. Through descriptive analysis, the majority of employees demonstrated levels of Psychological Capital predominantly in the moderate (64.17%) and high (24.17%) categories. A similar pattern was observed for Work Engagement, where the majority of employees fell into the moderate (60.00%) and high (24.17%) categories. From the statistical calculations using Pearson's Product-Moment correlation, a correlation value of 0.687 with a significance level of 0.000 was obtained. This figure indicates a significant or positive correlation; it can be concluded that an increase in employees' Psychological Capital is followed by an increase in their level of work engagement. It is also noted that the R<sup>2</sup> value is 0.472, indicating that Psychological Capital contributes 47.2% to Work Engagement, while the remaining 52.8% of the influence stems from other factors. Therefore, this study reinforces that the components of psychological capital (namely self-efficacy, optimism, hope, and resilience) play a crucial role in boosting work engagement within an organizational setting.

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