

ABSTRAK

Tingkat *Psychological Well-Being* Pada Aparatur Sipil Negara Di Dinas P2KBP3A
Kabupaten Badung

Intisari. Penelitian ini bertujuan untuk mengetahui tingkat *psychological well-being* (PWB) pada pegawai Aparatur Sipil Negara (ASN) di Dinas P2KBP3A Kabupaten Badung berdasarkan enam aspek yang dikemukakan oleh Ryff (1989), yaitu *self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life*, dan *personal growth*. Metode penelitian yang digunakan adalah deskriptif kuantitatif dengan melibatkan 57 pegawai ASN sebagai responden. Instrumen pengumpulan data berupa *Ryff's Psychological Well-Being Scale* yang telah melalui proses uji validitas dan reliabilitas. Analisis data dilakukan menggunakan statistik deskriptif, *crosstabs*, dan uji *chi-square*. Hasil penelitian menunjukkan bahwa mayoritas pegawai berada pada kategori PWB menengah, baik secara total maupun pada masing – masing aspek. Aspek *positive relations with others* dan *personal growth* menunjukkan proporsi skor tinggi terbanyak, sedangkan *environmental mastery*, dan *purpose in life* memiliki kerentanan terhadap skor rendah. Uji *chi-square* menunjukkan bahwa dari lima faktor demografis yang dianalisis (usia, jenis kelamin, pendidikan, lama bekerja, dan jabatan), hanya jabatan yang menunjukkan hubungan signifikan terhadap tingkat PWB. Temuan ini menunjukkan bahwa peran struktural dalam organisasi, seperti jabatan, memiliki pengaruh penting terhadap pencapaian PWB, mendukung pandangan Ryff (1989) yang menyebutkan bahwa PWB merupakan pengukur yang bersifat dinamis. Penelitian ini diharapkan dapat menjadi dasar dalam merancang intervensi kebijakan untuk meningkatkan *psychological well-being* pegawai di lingkungan pemerintahan.

Kata kunci: *Psychological well-being*, Pegawai ASN, Ryff.

The Level of Psychological Well-Being of Civil Servants at the Office of P2KBP3A

Badung Regency

Abstract. This study aims to find out the level of *psychological well-being* (PWB) among civil servants (ASN) at the P2KBP3A Office in Badung Regency based on six aspects proposed by Ryff (1989), including *self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life*, and *personal growth*. The research method used was quantitative descriptive, involving 57 ASN employees as respondents. The data collection instrument was *Ryff's Psychological Well-Being Scale*, which had undergone validity and reliability testing. Data analysis was performed using descriptive statistics, *crosstabs*, and *chi-square* tests. The results showed that the majority of employees were in the middle PWB category, and the results of the aspect test on the PWB variable also demonstrated the same results, including

the majority of employees in the middle category. The aspects of positive relations with others and personal growth showed the highest proportion of scores, while environmental mastery and purpose in life had predominantly low scores. The chi-square test shows that of the five demographic factors analyzed (age, gender, education, length of service, and position), only position shows a significant relationship with PWB levels. This finding indicates that structural roles in organizations, such as position, have a significant relationship with PWB achievement, supporting Ryff, (1989) view that PWB is a dynamic measurement. This study is expected to serve as a foundation for designing policy interventions to enhance the psychological well-being of civil servants in the government sector.

Keywords: *Psychological well-being, civil servants, Ryff.*