The Effect of Psychological Capital on Employment Engagement with the Meaning of Work as Mediators on Educational Power Employees, Universitas Mulawarman Rectorate

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Abstract

The Rectorate of Universitas Mulawarman acts as the head office in which educational administration and office administration services are carried out. The purpose of this study was to determine and analyze the effect of psychological capital on work engagement with the meaning of work as a mediator for the education staff who served at the Rectorate of Universitas Mulawarman. This research was conducted by census of all civil servants, education staff in 3 work units of the Rectorate of Universitas Mulawarman as many as 104 people. The analytical method used is the Partial Least Square (SmartPLS) approach. The results of the study show that psychological capital has a positive and significant effect on work meaningfulness, and psychological capital also has a positive and significant effect on work engagement and work meaningfulness has a positive and significant positive and significant effect on work engagement, but work meaningfulness cannot be a mediator on the influence of psychological capital on work engagement. The variable of psychological capital affects the meaningfulness of work by 60% and the remaining 40% is influenced by other variables outside of this study, while the variable of meaningfulness of work and psychological capital gives an influence of 83.60% on the work engagement variable and the remaining 16.40% is influenced by other variables outside of this research.

I. Introduction

In carrying out its function as the head office, the Rectorate of Universitas Mulawarman utilizes all the potential in it in the form of human resources, budget, facilities and infrastructure. In the aspect of human resources, which is one of the important factors in determining the achievement of the organization at the Rectorate of Universitas Mulawarman, it is dominated by human resources who act as educational staff (non-lecturers) or generally called administrative staff. However, there are also educators (lecturers) based at the Rectorate of Universitas Mulawarman because they have additional duties by holding certain positions such as Chancellor, Vice Chancellor, Expert Staff and other positions.

As of September 2021, there were 285 education personnel in the Universitas Mulawarman Rectorate, consisting of 104 civil servant education staff and 181 non civil servant education staff. Where the Education Personnel are assigned to 3 work units at the Rectorate of Universitas Mulawarman, namely, the Academic and Student Affairs Bureau, the General and Finance Bureau, and the Planning, Cooperation and Public Relations Bureau. The number of Education Personnel at the Rectorate of Universitas Mulawarman

is the largest among other units, this is related to the status as the head office for the process of educational administration services and office administration services so that more Education Personnel are needed compared to other units at Universitas Mulawarman.

Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). To be able to achieve organizational goals, one of the necessary instruments is good collaboration between individuals and the organization so that it can also have an impact on employees(Steyn, 2011). The times require organizations to always develop themselves in facing future challenges. Currently, Universitas Mulawarman has the status as a Public Service Agency, where this status requires the organization to work almost like a private company, where the organization is required to be able to improve services that can have an impact on increasing income to be managed as well as possible for mutual progress and prosperity within the organization. . In the face of intense competition, employee engagement is needed in achieving organizational goals(Osborne & Hammoud, 2017). Educational staff are currently required to be able to improve work performance in order to improve services at Universitas Mulawarman, the expected work performance will be achieved if the education personnel have positive emotions in doing their work(Anitha & Aruna, 2016; Mulyati et al., 2019; Singh & Mehrzi, 2016).

II. Review of Literature

2.1 Psychological Capital

Psychological capital is an ability that everyone has and can be trained(Khoirunnisa, 2019). According to (Sweetman et al., 2011)psychological capital is a positive psychological in individuals indicated by the following characteristics; (1) have confidence in pursuing the things needed to complete tough tasks, (2) create optimism regarding the achievement of success both now and in the future, (3) believe in going through the road to success, (4) rise from problems faced and try harder to achieve success. Everyone has a different capacity in solving the problems they face, each individual has psychological capital that can help them to realize the competencies and abilities that exist within the individual.(Avey et al., 2011).

2.2 Work Attachment

Job engagement is defined as the use of individuals in their role in the work carried out through physical, cognitive and emotional self-expression during their work(Kahn, 2010). Job engagement can be described as a representation of the simultaneous connection of an integrated investment between physical, cognitive and individual energy motives into work derived from the concept of multi-dimensional motivation.(Jefri & Daud, 2016). This means that in addition to physical presence, work engagement is also obtained with a sense of concern and emotional connection with work and co-workers (Arnold B Bakker & Schaufeli, 2014).

2.3 Meaning of Work

The meaning of work is the feeling that a person has in his work where his work is considered to have provided something important and meaningful in his life and can affect his personal development and can also have a positive impact on others and the surrounding environment.

2.4 Hypothesis

Based on the results of the discussion above, the hypotheses obtained are as follows:

H1: Psychological Capital has a significant positive effect on work engagement in the education staff of the Universitas Mulawarman Rectorate

H2: Psychological Capital has a significant positive effect on work engagement in the education staff of the Universitas Mulawarman Rectorate

H3: The Meaning of Work significant positive effect on Job Engagementto the staff of the Universitas Mulawarman Rectorate education staff

H4: Psychological Capital has a significant positive effect on work engagement with the mediation of meaningfulness of work in the education staff of the Universitas Mulawarman Rectorate

III. Research Method

This research will be conducted on Civil Servants of Educational Personnel who serve in the Rectorate of Universitas Mulawarman which consists of 3 work units, namely the Academic and Student Affairs Bureau, the General and Finance Bureau and the Planning, Cooperation and Public Relations Bureau. Based on staffing data obtained from the Unmul staffing section as of September 2021, there are 104 civil servants serving in the Rectorate of Universitas Mulawarman. In this study, data collection was carried out using a questionnaire which is a data collection technique by asking written questions in the hope of obtaining relevant information and information from respondents according to research needs.(Sugiyono, 2015). The method that will be used in this research is the Partial Least Square (PLS) method. PLS is a multivariate technique that is capable of managing various things such as response variables to explanatory variables simultaneously.

IV. Results and Discussion

4.1 Results
a. Data Analysis

According to Ghozali (2016), descriptive statistics can describe a data seen from the average value (mean), standard deviation, variance, maximum, minimum, sum, range, kurtosis and skewness (skew of distribution). Descriptive statistics is the process of analyzing population data by describing or describing the data. The description of each of these research variables can be seen in the table below.

Table 1. Descriptive Statistics Test Results

Note:	N	Range	Min	Max	mean	Std. Deviation
Psychological Capital	98	16.00	27.00	43.00	37,561	3.352
Meaning of Work	98	16.00	23.00	39.00	33,653	4.117
Work Attachment	98	20.00	23.00	43.00	37,245	4.778
Valid N (listwise)	98					

Source: Data processed 2022

The PLS output table above shows the number of respondents in this study (N) as many as 98 respondents, with the number of research variables used as many as 3 variables consisting of Psychological Capital (X1), Work Meaningfulness (Y1), and Work Engagement (Y2) .

Psychological Capital Variable (X) has a maximum value of 43.00% and the lowest value of 27.00% with the acquisition value for the mean value of 37, 561 and the standard deviation value of 3.352. With the acquisition of the standard deviation value is smaller than the mean value, it can be said that the variation of the data used for this variable is said to be good. With this small data variation, it shows that the data on the Psychological Capital (X) variable is quite good. Thus it can be said that the variation of the data on Psychological Capital (X) is good.

For the work meaningfulness variable (Y1) the maximum value was obtained at 39.00% and the lowest value was obtained at 23.00% for the mean value obtained was 33.653 with a standard deviation value of 4.117, with the acquisition of the mean value greater than the standard deviation value, then it can be said that the data used for this variable is good. With the variation of the data, it shows that the data on the work significance variable (Y1) is quite good. Thus it can be said that the variation of the data on the meaningfulness of work (Y1) is good.

The work engagement variable (Y2) obtained a maximum value of 43.00% and the lowest value was obtained by 23.00% and the mean value obtained was 37.245 and the standard deviation value was 4.778. With the acquisition of the standard deviation value is smaller than the mean value, it can be said that the variation of the data used in this variable can be said to be good. With this small data variation, it shows that the data on the work engagement variable (Y2) is quite good. Thus it can be said that the variation of the data on work engagement (Y2) is good.

The following can be seen from the tabulation results of respondents' answers for each variable used in this study, as follows:

Table 2. Tabulation of respondents' answers for the Psychological Capital variable

No	Note:	N	Answer Options					Total	Average
			1	2	3	4	5		
1	X.1	98	0	4	14	65	15	385	3.929
2	X.2	98	0	3	19	60	16	383	3.908
3	X.3	98	1	2	2	38	55	438	4.469
4	X.4	98	0	0	2	61	35	425	4.337
5	X.5	98	0	2	3	68	25	410	4.184
6	X.6	98	0	1	3	50	44	431	4.398
7	X.7	98	0	0	8	60	30	414	4.224
8	X.8	98	0	4	14	61	19	389	3.969
9	X.9	98	1	1	7	63	26	406	4.143
Amount			1	11	40	292	146	3681	
Total Average									37,561

Source: Data processed 2022

In the table above, it shows that the assessment of the respondents who have the highest average value lies in the X.3 statement with a score of 4,469, then the X.4 statement with the acquisition value of 4,337. Meanwhile, the question item which has the

lowest average value is in the X.2 question with a score of 3.908. Meanwhile, the average value of the total respondents' assessment of the psychological capital variable is 37,561.

Based on the description of the research data above, it can be revealed that the distribution of respondents' answers to each indicator mostly agrees in answering the statements or questions in the instrument.

Table 3. Tabulation of respondents' answers for the variable of Work Significance

No	Note:	N	Answer Options					Total	Average
			1	2	3	4	5		
1	Y1.1	98	0	3	18	39	38	406	4.143
2	Y1.2	98	0	1	13	42	42	419	4.276
3	Y1.3	98	1	0	8	65	25	409	4.173
4	Y1.4	98	0	2	18	52	26	396	4041
5	Y1.5	98	0	3	9	57	29	406	4.143
6	Y1.6	98	0	1	10	56	31	411	4.194
7	Y1.7	98	0	0	17	35	46	421	4.296
8	Y1.8	98	0	1	9	39	49	430	4.388
	Amount		1	9	66	255	160	3298	
	Total Average								33,653

Source: Data processed 2022

In the table above, it shows that the assessment of respondents who have the highest average value is in the statement Y1.8 with a score of 4,388, then the statement Y1.2 with a score of 4,276. Meanwhile, the questions that get the lowest average score are Y1.4 questions with a score of 4.041. Meanwhile, the average value of the total respondents' assessment of the meaningfulness of the work variable is 33,653.

Based on the description of the research data above, it can be revealed that the distribution of respondents' answers to each indicator mostly agrees in answering the statements or questions in the instrument.

Table 4. Tabulation of respondents' answers for the Job Engagement variable

No	Note:	N	Answer Options					Total	Average
			1	2	3	4	5		
1	Y2.1	98	1	0	9	58	30	410	4.184
2	Y2.2	98	1	5	8	66	18	389	3.969
3	Y2.3	98	0	1	17	52	28	401	4092
4	Y2.4	98	0	1	11	47	39	418	4.265
5	Y2.5	98	0	1	9	50	38	419	4.276
6	Y2.6	98	0	0	8	39	51	435	4.439
7	Y2.7	98	2	14	16	54	12	354	3,612
8	Y2.8	98	0	2	10	33	53	431	4.398
9	Y2.9	98	0	7	20	36	35	393	4.010

No	Note:		Answer Options					Total	Average
		N	1	2	3	4	5		
Amount			2	8	54	273	153	3650	
Total Average									37,245

Source: Data processed 2022

In the table above, it shows that the assessment of the respondents who have the highest average value is in the statement Y2.6 with a score of 4,439, then the statement Y2.8 with a score of 4,398. As for the statement that obtained the lowest average value, it was in question Y2.7 with a score of 3,612. Meanwhile, the average value of the total respondents' assessment of the work engagement variable is 37,245.

Based on the description of the research data above, it can be revealed that the distribution of respondents' answers to each indicator mostly agrees in answering the statements or questions in the instrument.

b. Testing Outer Model
1. *Covergent Validity*

PLS is an alternative approach that shifts from a covariance-based SEM approach to a variance-based approach. Covariance-based SEM generally tests causality or theory, while PLS is more of a predictive model. In modeling with prediction purposes it has the consequence that testing can be done without a strong theoretical basis, ignoring some assumptions and parameters of the accuracy of the prediction model seen from the value of the coefficient of determination.

The value of convergent validity is the value of the loading factor on the latent variable with its indicators. The expected value exceeds the number> 0.7 or the limit of 0.6 is often used as the minimum limit of the factor loading value. For more details, the following table of factor loading for each variable used in this studyThe following is a structural model formed from the formulation of the problem
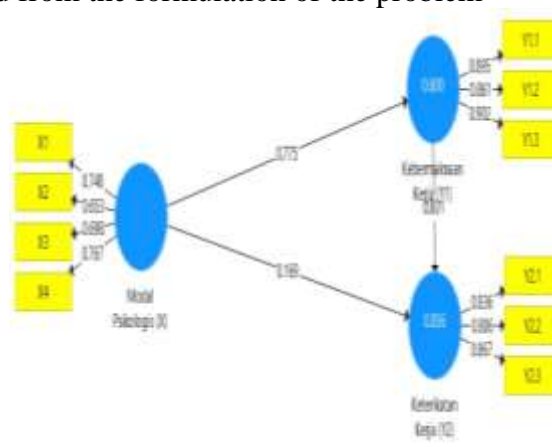

Figure 1. Logarithm Test Results

From the picture above, it can be seen the acquisition of values for each relationship between the variables and the indicators they form, for more details, the acquisition of these values can be seen in the table below:

Table 5. Logarithm Test Results

Note:	Psychological Capital (X)	Meaning of Work (Y1)	Work Engagement (Y2)	X*Y1
X*Y1	-	-	-	1,224
X1	0.748	-	-	-
X2	0.653	-	-	-
X3	0.698	-	-	-
X4	0.767	-	-	-
Y1.1	-	0.895	-	-
Y1.2	-	0.861	-	-
Y1.3	-	0.902	-	-
Y2.1	-	-	0.836	-
Y2.2	-	-	0.806	-
Y2.3	-	-	0.867	-

Source: Data processed 2022

From the results of the analysis test on the data used in the table above, it is known that the acquisition of the loading factor value between the variables and the indicators it forms, the overall loading value acquisition is greater than 0.60. This illustrates that the indicator variable which has a loading value greater than 0.60 has a high level of validity, thus fulfilling convergent validity.

2. *Discriminant Validity*

It is a cross loading value that is useful for determining whether a construct has an adequate discriminant, namely by comparing the loading value on the intended construct, which must be greater than the loading value with other constructs. The following table of cross loading

Table 6. Cross Loading Test Value

Note:	Psychological Capital (X)	Meaning of Work (Y1)	Work Engagement (Y2)	X*Y1
X*Y1	-0.632	-0.547	-0.503	1,000
X1	0.748	0.488	0.464	-0.274
X2	0.653	0.420	0.440	-0.501
X3	0.698	0.542	0.565	-0.566
X4	0.767	0.710	0.670	-0.467
Y1.1	0.718	0.895	0.807	-0.453
Y1.2	0.617	0.861	0.766	-0.541
Y1.3	0.719	0.902	0.841	-0.466
Y2.1	0.647	0.693	0.836	-0.349
Y2.2	0.654	0.786	0.806	-0.542
Y2.3	0.616	0.795	0.867	-0.364

Source: Data Processed 2022

From the results of the estimated cross loading in the table above, it shows that the loading value of each indicator item on the construct of its constituent variables is greater than the value of the acquisition of indicator items on the constructs of other variables that are not constituents. Thus it can be concluded that all constructs or other variables already have good discriminant validity, because the indicator values in the construct indicator block are better than indicators in other blocks.

3. *Average Varience Extracted*

Aims to evaluate discriminant validity which can be seen by the Average Varianve Extracted (AVE) method for each construct or latent variable. The model has better discriminant validity if the square root of the AVE for each construct is greater than the correlation between the two constructs in the model, the acquisition value must be above 0.5. The following is the AVE value in the table below:

Table 7. Value of Average Variant Extracted (AVE)

Information	AVE value
Psychological Capital (X)	0.515
Meaning of Work (Y1)	0.785
Work Engagement (Y2)	0.700

Source: Data processed 2022

In the table above, the results of the analysis test on the AVE value, and from all the existing variables the value is above 0.5, so it can be concluded that there is no convergent validity problem in the model tested in this study.

4. *Composite Reliability Test*

The outer model is also measured by looking at the reliability of the construct or latent variable which is measured by looking at the composite reliability value of the indicator block that measures the construct. The basis for value acquisition is >0.70. The following is the output of the composite reliability test results in the table below:

Table 8. *Value* Composite Reliability

Information	Composite Reliability
Psychological Capital (X)	0.809
Meaning of Work (Y1)	0.916
Work Engagement (Y2)	0.875

Source: Data Processed 2022

The table above shows that the composite reliability value for the whole construct or variable is greater than 0.70. Thus, the overall construct contained in this study can be said to be good in accordance with the required minimum value limit.

5. *Cronbach Alpha test*

The outer model can also be measured by looking at the reliability of the construct or the latent variable which is measured by looking at the Cronbach alpha value of the indicator block that measures the construct. The construct is declared reliable if the cronbach alplha value is greater than 0.60. The following table cronbach alpha:

Table 9. Cronbach Alpha value

Information	Cronbach Alpha
Psychological Capital (X)	0.691
Meaning of Work (Y1)	0.863
Work Engagement (Y2)	0.785

Source: Data processed 2022

The results of the Cronbach alpha analysis test contained in the table above illustrates that the acquisition value of the entire construct or the existing latent variables obtains a value above 0.60. So it can be concluded that the whole construct has good reliability in accordance with the required minimum limit.

c. Inner Model Analysis
1. R2 Analysis

The value of R2 shows the level of determinant of the exogenous variable to the endogenous variable. The following table value of R^2:

Table 10. R Value^2

| Information	R Square
Meaning of Work (Y1)	0.600
Work Engagement (Y2)	0.836

Source: Data processed 2022

From the table above, it can be seen that the acquisition of the R Square value for the work meaningfulness variable (Y1) is 0.600 or 60.00%, from the results obtained it can be concluded that the work meaningfulness variable (Y1) is influenced by the psychological capital variable (X) by 60.00%. While the remaining 40.00% (100-60) is influenced by other variables outside of the variables used in this study.

For the work engagement variable (Y2), the acquisition value of R square is 0.836 or 83.60%. From these results, it can be seen that the work engagement variable is influenced by the psychological capital variable and the meaningfulness of work is 83.60% while the remaining 16.40% is influenced by other variables outside of the variables used in this study.

2. Hypothesis Test

Hypothesis testing was carried out with the aim of knowing the acquisition value of the relationship between the independent variable and the dependent variable with the provision of the acquisition value of 1.96 as the basis for determining the relationship between the independent variable and the dependent variable. Here's a picture of the relationship: 6
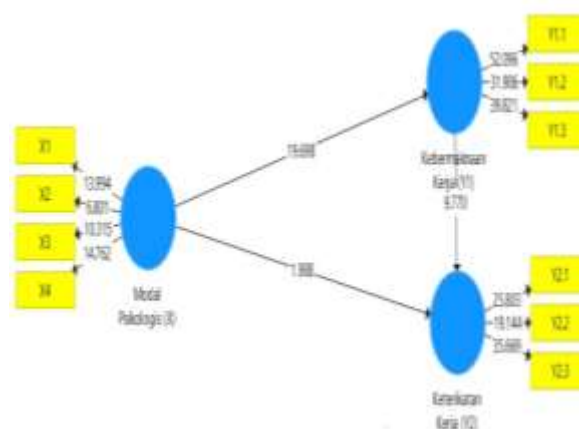
Figure 2. Bootstrapping Results

The picture above is the result of an analysis test that describes the relationship between the independent variable and the dependent variable, the provision in determining the relationship of influence is the acquisition of a value where the minimum amount is 1.96. For more details can be seen in the following table:

Table 11. Hypothesis Test Results

Information	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Psychological Capital (X) -> Work Meaningfulness (Y1)	0.775	0.780	0.039	19,698	0.000
Psychological Capital (X) -> Job Engagement (Y2)	0.169	0.177	0.085	1988	0.047
Work Significance (Y1) -> Work Engagement (Y2)	0.801	0.793	0.082	9,770	0.000
X*Y1 -> Work Engagement (Y2)	0.034	0.030	0.052	0.650	0.516

Source: Data processed 2022

From the results of the analysis test on the data used in the table above, it is known that the value of the t-count to see the effect of psychological capital on the meaningfulness of work is 19.698 with a significance value of 0.000, from these results it is known that the t-count/t statistic is more the value of the specified provision is 1.96 so that with these results, it can be said that the psychological capital variable (X1) has a positive and significant influence on the work meaningfulness variable (Y1).

The results of the analysis test for the effect of the psychological capital variable (X) on the work engagement variable (Y2) the acquisition value of t statistic is 1.988 and the P value is 0.047. From these results it can be said that the psychological capital variable (X) has a positive and significant influence on the work engagement variable (Y2) or it can be said that the second hypothesis is accepted.

The value of the t-statistical acquisition to determine the effect of the work meaningfulness variable (Y1) on work engagement (Y2) is 9.770 with a P value of 0.000. With the acquisition of these values, it can be concluded that the work meaningfulness variable (Y1) has a positive and significant effect on the work engagement variable (Y2) so that it can be said that the third hypothesis in this study is accepted.

The results of the analysis test on the data used to determine the role of the work meaningfulness variable (Y1) in being a moderator of the relationship between the psychological capital variable (X) and the work engagement variable (Y2) is 0.650 with a P value of 0.516. With the results obtained, it can be said that the meaningfulness of work variable (Y1) cannot be a mediator on the relationship between the influence of the psychological capital variable (X) on the work engagement variable (Y2). The fourth hypothesis proposed was rejected.

4.2 Discussion
a. The Effect of Psychological Capital on the Meaning of Work
The results of the study prove that psychological capital has a positive and significant effect on the meaningfulness of work. This shows that the higher the psychological capital of the employees, the more meaningful their work will be. These results are in line with research confirming that meaningful work is positively related to psychological capital(Tan, 2018). From the results of the r square test, it is known that the

meaningfulness of the work variable is influenced by 60% by the psychological capital variable.

Employees who have high psychological capital will tend to have the ability to face challenges at work and always find solutions to all problems at work. Confidence in their abilities will be able to reduce the pressure of the work they face and make employees enjoy the work they are doing so that their work becomes more meaningful for employees. Every individual has psychological capital that can help them to realize the competencies and abilities that exist within the individual(Avey et al., 2011). If employees do not have high psychological capital, they will tend to avoid problems at work, so employees will always feel pressured and find it difficult to enjoy and feel meaningful at work. When someone can make a positive, important and useful contribution, it can be said that the person is in a positive psychological state which is also meaningful at work.(Albrecht, 2013).

In general, it can be concluded that Civil Servants of Educational Personnel at the Rectorate of Universitas Mulawarman have a sense of the meaning of work with the highest average value on the greater good motivations indicator of 4,388 and a total average of 33,653 while the psychological capital possessed with the highest average value is the optimism indicator is 4,469 and the total average value is 37,561, which then the psychological capital possessed has a positive and significant influence of 60% on the sense of meaning of the employees' work.

b. The Effect of Psychological Capital on Work Engagement

From the results of hypothesis testing, it was found that psychological capital had a significant positive effect on work engagement. This shows that the higher the psychological capital of employees, they will feel more attached to their work. This result is in line with the research resultsSuharianto & Effendy,(2015)which shows the influence of psychological capital on work engagement.

Actively and dynamically psychological capital has a role in the process of increasing work engagement(Ceschi, 2011). Employees who have confidence in their ability to handle work problems effectively and efficiently at work, view every problem at work from the positive side, and deal with stress at work will always persist in carrying out their work and always feel enthusiastic and happy in completing their work, whatever problems arise faced so that employee engagement will be achieved. Increased work engagement can be predicted through an increase in psychological capital(Arnold B. Bakker & Albrecht, 2018). The picture that psychological capital affects work engagement, because employees with high psychological capital have the characteristics of never giving up looking for solutions to every problem, being optimistic, confident that every problem can be solved and always rising from the failures experienced. Employees who have attachments are valuable assets that can improve services at the Rectorate of Universitas Mulawarman.

As previously explained that the Civil Servants of Educational Personnel at the Universitas Mulawarman Rectorate have psychological capital with the highest average value on the optimism indicator of 4,469 and a total average of 37,561 which then has a positive and significant influence on the work engagement of employees with the highest average value on the dedication indicator and the total average of 37,245 with the influence of psychological capital along with the meaningfulness of work of 83.60%.

c. The Influence of Work Meaningfulness on Work Engagement

The results of the study found that the meaningfulness of work had a significant positive effect on work engagement. This shows that the higher the sense of meaningfulness of work felt by employees, the more they will feel bound to their work. This result is in line with the statement that the meaning of work has a strong direct influence on work engagement(Mulyati et al., 2019).

Employees who have a meaningful work will always feel that their work is an important part of their lives that can make a positive contribution to their personal life and make positive changes in their lives so that they will be enthusiastic in carrying out their work, proud of the work they do and always feel happy in completing the work profession. When the work done has meaning for employees, it will create a sense of attachment to their work. This sense of meaning will make employees feel bound, committed, productive and happy in their work(Lysova et al., 2019).

As previously explained, Civil Servants of Educational Personnel at the Rectorate of Universitas Mulawarman have a sense of work meaningfulness with the highest average value on the greater good motivations indicator of 4,388 and a total average of 33,653 which has a positive and significant influence on the employees' sense of work engagement with the highest average value on the dedication indicator of 4,398 and a total average of 37,245. Along with psychological capital, it has an influence of 83.60% on employees' sense of work engagement.

d. The Effect of Psychological Capital on Work Engagement with Meaningful Work as a mediator

The results of hypothesis testing indicate that the meaning of work cannot be a mediator on the effect of psychological capital on work engagement. This is contrary to the results obtained Riandri et al., (2020)who found that the meaningfulness of work was able to mediate the effect of psychological capital on work engagement as well as research fromAlamudi, (2021)who found that the meaningfulness of work can mediate the effect of self-efficacy which is part of psychological capital on work engagement.

Although the effect of psychological capital on work meaningfulness is positive and significant and the effect of work meaningfulness on work engagement is also positive and significant can mediate the effect of psychological capital on work engagement. Thus, in this study, it was found that the work meaningfulness variable could not intervene how much influence the psychological capital variable had on the work engagement variable in the education staff of the Universitas Mulawarman Rectorate.

V. Conclusion

1. Psychological capital has a significant positive effect on the meaningfulness of work, this means that the higher the psychological capital of employees, the greater the sense of meaningfulness of work owned by the education staff of the Universitas Mulawarman Rector.
2. Psychological capital has a significant positive effect on work engagement, this means that high psychological capital can make employees' sense of work engagement increase in the education staff of the Universitas Mulawarman Rectorate
3. The meaningfulness of work has a significant positive effect on work engagement, this means that the higher the sense of meaningfulness of the employee's work, the higher the sense of work engagement owned by the education staff of the Universitas Mulawarman Rectorate.

4. The meaningfulness of work cannot be a mediator for the influence of psychological capital on work engagement, this means that the relationship of psychological capital with work engagement on the education staff of the Universitas Mulawarman Rectorate cannot be intervened by the meaningfulness of work.

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