

ABSTRAK

HUBUNGAN ANTARA *JOB DEMAND* DENGAN *WORKPLACE WELL-BEING* PADA GURU PNS DI MAN 2 BUKITTINGGI

Penelitian ini bertujuan untuk mengetahui Hubungan antara *Job Demand* dengan *Workplace Well-being* pada Guru PNS di MAN 2 Bukittinggi. Variabel bebas dalam penelitian ini adalah *job demand* dan variabel terikat dalam penelitian ini adalah *workplace well-being*. Teknik pengambilan sampel dalam penelitian ini adalah Teknik Sampel Jenuh yaitu teknik penentuan sampel bila semua anggota sebagai sampel penelitian. Sampel dalam penelitian ini adalah 44 orang Guru PNS di MAN 2 Bukittinggi. Hasil uji coba menunjukkan koefisien validitas pada *job demand* berkisar antara 0,455 sampai dengan 0,786 dengan koefisien reliabilitas $\alpha = 0,927$ sedangkan koefisien validitas pada skala *workplace well-being* berkisar antara 0,301 sampai dengan 0,641 dengan koefisien reliabilitas $\alpha = 0,891$. Berdasarkan analisis data, diperoleh nilai korelasi $r = -0,767$ dengan tingkat signifikansi $p = 0,000$ yang berarti hipotesis diterima. Hal ini menunjukkan bahwa terdapat hubungan yang sangat signifikan antara *job demand* dengan *workplace well-being* pada guru PNS di MAN 2 Bukittinggi dengan arah hubungan negatif. Sumbangan efektif *job demand* dengan *workplace well-being* pada guru PNS di MAN 2 Bukittinggi sebesar 51%.

Kata kunci: *Job Demand*, *Workplace Well-being*, Guru

ABSTRACT

THE REALITIONSHIP BETWEEN JOB DEMAND AND WORKPLACE WELL-BEING FOR CIVIL SERVANT TEACHERS AT MAN 2 BUKITTINGGI

This study aims to determine the relationship between Job Demand and Workplace Well-being in *Civil Servant* Teachers at MAN 2 Bukittinggi. The independent variable in this study is job demand and the dependent variable in this study is workplace well-being. The sampling technique in this study is the Saturated Sample Technique, which is a sampling technique if all members are the research sample. The sample in this study was 44 *civil servant* teachers at MAN 2 Bukittinggi. The test results showed that the validity coefficient on job demand ranged from 0.455 to 0.786 with a reliability coefficient of $\alpha = 0.927$ while the validity coefficient on the workplace well-being scale ranged from 0.301 to 0.641 with a reliability coefficient of $\alpha = 0.891$. Based on data analysis, a correlation value of $r = -0.767$ was obtained with a significance level of $p = 0.000$ which means the hypothesis is accepted. This shows that there is a very significant relationship between job demand and workplace well-being in *civil servant* teachers in MAN 2 Bukittinggi with a negative relationship direction. The effective contribution of job damand with workplace well-being in *civil servant* teachers in MAN 2 Bukittinggi is 51%.

Keywords: Job Demand, Workplace Well-being, Teacher