

ABSTRAK

HUBUNGAN ANTARA *JOB DEMANDS* DENGAN *WORKPLACE WELL-BEING* PADA KARYAWAN PT. KILANG LIMA GUNUNG KOTA PADANG

Penelitian ini bertujuan untuk mengetahui Hubungan secara empiris antara *Job Demands* dengan *Workplace Well-being* pada Karyawan PT. Kilang Lima Gunung Kota Padang. Penelitian ini dilakukan pada karyawan PT. Kilang Lima Gunung Kota Padang dengan jumlah sampel 100 orang, metode penelitian menggunakan penelitian kuantitatif korelasi dengan teknik pengambilan sampel random sederhana (*simple random sampling*). Adapun alat ukur yang digunakan dalam penelitian ini adalah skala *job demands* dan skala *workplace well-being*. Hasil koefisien validitas pada skala *job demands* berkisar antara 0,344 sampai 0,859. Hasil koefisien validitas pada skala *workplace well-being* berkisar antara 0,315 sampai dengan 0,868. Dengan koefisien reliabilitas *job demands* sebesar 0,865 pada skala *workplace well-being* sebesar 0,954. Berdasarkan hasil penelitian, diperoleh nilai korelasi sebesar $r = -0,711$ dengan taraf signifikansi $0,000 < 0,000$, uji hipotesis menunjukkan hubungan *job demands* dengan *workplace well-being* pada karyawan PT. Kilang Lima Gunung Kota Padang hubungan keduanya adalah negatif, artinya jika *job demands* tinggi, maka *workplace well-being* pada karyawan rendah, sebaliknya jika *job demands* rendah, maka *workplace well-being* pada karyawan akan tinggi. Hal ini menunjukkan bahwa ada hubungan yang sangat signifikan antara *job demands* dengan *workplace well-being* pada karyawan PT. Kilang Lima Gunung Kota Padang dengan taraf kuat. Adapun besar sumbangan efektif dari variabel *job demands* dengan *workplace well-being* pada karyawan PT. Kilang Lima Gunung Kota Padang sebesar 50,6 %.

Kata Kunci : *Job Demands, Workplace Wellbeing, Karyawan, Pabrik, Padang*

ABSTRACT

RELATIONSHIP BETWEEN JOB DEMANDS AND WORKPLACE WELL-BEING OF EMPLOYEES OF PT. KILANG LIMA GUNUNG PADANG CITY

This research aims to determine the Relationship empirically between Job Demands and Workplace Well-being of Employees of PT. This research was conducted on employees of PT. Kilang Lima Gunung Kota Padang with a sample size of 100 people, the research method used quantitative correlation research with a simple random sampling technique. The measuring instruments used in this study were the job demands scale and the workplace well-being scale. The results of the validity coefficient on the job demands scale ranged from 0.344 to 0.859. The results of the validity coefficient on the workplace well-being scale ranged from 0.315 to 0.868. With a job demands reliability coefficient of 0.865 on a workplace well-being scale of 0.954. Based on the results of the study, a correlation value of $r = -0.711$ with a significance level of $0.000 < 0,000$ was obtained, the hypothesis test showed the relationship between job demands and workplace well-being in employees of PT. Kilang Lima Gunung Kota Padang, the relationship between the two is negative, meaning that if job demands are high, then the workplace well-being of employees is low, conversely if job demands are low, then the workplace well-being of employees will be high. This shows that there is a very significant relationship between job demands and workplace well-being in employees of PT. Kilang Lima Gunung Kota Padang with a strong level. The large effective contribution of the job demands variable to workplace well-being in employees of PT. Kilang Lima Gunung Kota Padang is 50.6%.

Keywords: Job Demands, Workplace Wellbeing, Factory, Employee, Padang