

ABSTRAK

HUBUNGAN ANTARA *JOB DEMANDS* DENGAN *WORKPLACE WELL-BEING* PADA KARYAWAN BAGIAN PRODUKSI PT. PERKEBUNAN NUSANTARA IV REGIONAL IV KEBUN DANAU KEMBAR

Penelitian ini dilakukan kepada karyawan bagian produksi PT. Perkebunan Nusantara IV Regional IV Kebun Danau Kembar. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Job Demands* dengan *Workplace Well-Being* pada karyawan bagian produksi PT. Perkebunan Nusantara IV Regional IV Kebun Danau Kembar. Populasi dalam penelitian ini adalah karyawan bagian bagian produksi PT. Perkebunan Nusantara IV Regional IV Kebun Danau Kembar yang berjumlah 82 orang. Adapun subjek penelitian ini menggunakan teknik sampling jenuh. Sampling jenuh adalah teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel (Sugiyono, 2019). Alat ukur yang digunakan adalah skala *workplace well-being* yang peneliti susun berdasarkan dimensi *workplace well-being* yang dikemukakan oleh Page (dalam Zamralita & Michael, 2021) dan skala *job demands* yang peneliti susun berdasarkan aspek *job demands* yang dikemukakan oleh Bakker & Demerouti (dalam Hidayati, 2024). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment(pearson)*, yang menunjukkan bahwa $r = -0,541$ dengan nilai $p = 0,000$, artinya terdapat hubungan dengan arah negatif dan sangat signifikan antara *job demands* dengan *workplace well-being* pada karyawan bagian produksi PT. Perkebunan Nusantara IV Regional IV Kebun Danau Kembar. Berarti hipotesis penelitian diterima. Adapaun sumbangan efektif dari variabel *job demands* terhadap *workplace well-being* adalah sebesar 29%, hal ini dapat diartikan bahwa *job demands* mampu memberikan kontribusi terhadap *workplace well-being* sebesar 29%.

Kata kunci : *job demands, workplace well-being, karyawan, perusahaan*

ABSTRACT

RELATIONSHIP BETWEEN JOB DEMANDS AND WORKPLACE WELL-BEING IN PRODUCTION SECTION EMPLOYEES OF PT. PERKEBUNAN NUSANTARA IV REGIONAL IV TWIN LAKE GARDEN

This research was conducted on employees of the production department of PT. Perkebunan Nusantara IV Regional IV Kembar Lake Gardens. This research aims to see whether there is a relationship between Job Demands and Workplace Well-Being among employees in the production department of PT. Perkebunan Nusantara IV Regional IV Kembar Lake Gardens. The population in this study were employees of the production department of PT. Perkebunan Nusantara IV Regional IV Kembar Lake Plantation, totaling 82 people. The subjects of this research used a saturated sampling technique. Saturated sampling is a sample determination technique when all members of the population are used as samples (Sugiyono, 2019). The measuring instrument used is the workplace well-being scale which the researchers compiled based on the dimensions of workplace well-being proposed by Page (in Zamralita & Michael, 2021) and the job demands scale which the researchers compiled based on the job demands aspects proposed by Bakker & Demerouti (in Hidayati, 2024). The data analysis method used to test the hypothesis in this research is to use product moment (Pearson) correlation, which shows that $r = -0.541$ with a p value = 0.000 (<0.01), meaning that there is a negative and very significant relationship between job demands and workplace well-being in production employees at PT. Perkebunan Nusantara IV Regional IV Kembar Lake Gardens. This means that the research hypothesis is accepted. The effective contribution of the job demands variable to workplace well-being is 29%, this means that job demands are able to contribute to workplace well-being by 29%.

Keywords: job demands, workplace well-being, employees, company