

HUBUNGAN ANTARA *JOB DEMAND* DENGAN *WORKPLACE WELL-BEING* PADA KARYAWAN DI TELKOM AKSES

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job demand* dengan *workpalce well being* pada karyawan di Telkom Akses. Variabel bebas dalam penelitian ini adalah *job demand* dan variabel terikat adalah *workpalce well being*. Alat ukur yang digunakan dalam penelitian ini adalah skala *job demand* dan skala *workpalce well being*. Teknik pemilihan sampel dalam penelitian ini adalah teknik *teknik random sampling*. Sampel dalam penelitian ini adalah 97 orang karyawan di Telkom Akses. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *job demand* berkisar antara 0,320 sampai dengan 0,631. Hasil koefisien validitas pada skala *workpalce well being* berkisar antara 0,300 sampai dengan 0,722. Dengan koefisien reliabilitas *job demand* sebesar 0.890 dan pada skala *workpalce well being* sebesar 0.896. Berdasarkan analisis data, diperoleh nilai korelasi antara *job demand* dan *workpalce well being* sebesar $r = -0.456$ dengan taraf signifikan $p = 0.000$ yang bearti hipotesis diterima artinya terdapatnya hubungan yang sangat signifikan antara *job demand* dengan *workpalce well being* pada karyawan di Telkom Akses. Nilai korelasi -0.456 menunjukkan taraf hubungan yang sedang berarah negatif, hal ini menunjukkan semakin tinggi *job demand* semakin rendah *workplace well being* dan sebaliknya semakin rendah *job demand* maka semakin tinggi *workplace well being*

Kata Kunci : *job demand, workplace well being, karyawan, perusahaan, korelasi*

THE RELATIONSHIP BETWEEN JOB DEMAND AND WORKPLACE WELL-BEING OF EMPLOYEES AT TELKOM AKSES

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ABSTRACT

This study aims to determine the relationship between job demand and workplace well-being among employees at Telkom Akses. The independent variable in this study is job demand, and the dependent variable is workplace well-being. The measurement instruments used in this study were the job demand scale and the workplace well-being scale. The sample selection technique in this study was random sampling. The sample in this study was 97 employees at Telkom Akses. Validity and reliability tests in this study used the Cronbach's alpha technique. The validity coefficient for the job demand scale ranged from 0.320 to 0.631. The validity coefficient for the workplace well-being scale ranged from 0.300 to 0.722. The reliability coefficient for the job demand scale was 0.890 and for the workplace well-being scale was 0.896. Based on data analysis, the correlation between job demand and workplace well-being was obtained at $r = -0.456$ with a significance level of $p = 0.000$, indicating that the hypothesis is accepted, meaning there is a highly significant relationship between job demand and workplace well-being among employees at Telkom Akses. A correlation value of -0.456 indicates a moderately negative relationship, indicating that higher job demand leads to lower workplace well-being, and conversely, lower job demand leads to higher workplace well-being.

Keywords: *job demand, workplace well-being, employees, company, correlation*