

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job demands* dengan *workplace well-being* pada karyawan milenial Hotel Mercure Bengkulu. Hipotesis yang diajukan adalah ada hubungan negatif antara *job demands* dengan *workplace well-being* pada karyawan milenial Hotel Mercure Bengkulu. Subjek dalam penelitian ini berjumlah 65 orang yang memiliki karakteristik rentang usia 18-40 tahun dan minimal masa kerja 1 tahun. Cara pengambilan subjek dengan menggunakan *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Workplace well-being* dan Skala *Job demands*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,304 dengan $p = 0.007$ ($p < 0,05$). Hal ini menunjukkan bahwa terdapat hubungan negatif signifikan antara *job demands* dengan *workplace well-being* pada karyawan sehingga hipotesis dalam penelitian ini diterima. Sumbangan efektif yang diberikan variable *job demands* terhadap *workplace well-being* sebesar 9.2% sementara sisanya 90.8% dipengaruhi oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

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

ABSTRACT

This study aimed to determine the relationship between job demands and workplace well-being in millennial employees of Mercure Hotel Bengkulu. The hypothesis proposed that there was a negative relationship between job demands and workplace well-being on millennial employees of Mercure Hotel Bengkulu. The subject in this study amounted to 65 people who had the characteristics of an age range of 18-40 years and a minimum of 1 year of service. How to take the subject by using purposive sampling. The data collection in this study used the Workplace Well-being Scale and the Job Demands Scale. The data analysis technique used the product moment correlation of Karl Pearson. Based on the results of data analysis obtained a correlation coefficient (R) of 0.304 with $p = 0.007$ ($p < 0.05$). This showed that there was a significant negative relationship between job demands and workplace well-being in employees so that the hypothesis in this study was accepted. The effective contribution was given by the variable job demands to workplace well-being was 9.2% while the remaining 90.8% was influenced by other factors not examined in this study.

Keywords: *job demands, workplace well-being*