

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan *antara job demands* dengan *workplace well-being* pada pekerja hotel X di Yogyakarta. Hipotesis yang diajukan adalah terdapat hubungan negatif antara *job demands* dengan *workplace well-being* pada pekerja hotel X di Yogyakarta. Subjek dalam penelitian ini berjumlah 60 pekerja yang memiliki karakteristik masa kerja minimal 1 tahun. Cara pengambilan subjek dengan menggunakan *convenience sampling*. Metode pengumpulan data menggunakan metode skala *job demands* dan *workplace well-being*. Teknik analisis data menggunakan analisis korelasi *Product Moment* dari *Pearson Correlation*. Berdasarkan hasil analisis data, diperoleh hasil (r_{xy}) = -0,433 dengan $p = 0,001$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *job demands* dengan *workplace well-being* pada pekerja. Besarnya koefisien determinasi (R^2) sebesar 0,187, artinya variabel *job demands* memberikan kontribusi sebesar 18,7% sebagai variabel yang berhubungan dengan *workplace well-being* pekerja hotel X di Yogyakarta. Hal ini sekaligus menegaskan bahwa masih terdapat 81,3% variabel lain yang mempengaruhi kinerja. Kesadaran akan *job demands* di tempat kerja, dapat meminimalisir *workplace well-being* yang rendah pada karyawan.

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

ABSTRACT

This research aims to determine the relationship between job demands with workplace well-being of employee in X hotel at Yogyakarta. The hypothesis proposed is that there is a negative relationship job demands with workplace well-being of employee in X hotel at Yogyakarta. The subjects in this study amounted to 60 employees who had the characteristics work for more than one year. How to take the subject by using convenience sampling. The retrieved of taking subject is using a purposive sampling method. Retrieval of this research data using uses three scales, there is the Scale of Job Demands, and Workplace Well-Being. The data analysis technique using product moment correlation from Pearson Correlation. Based on the results of data analysis obtained correlation coefficient (r_{xy}) = -0,433 with $p = 0.001$ ($p < 0.05$). These results indicate that there is a significant negative relationship between job demands and workplace well-being of employees. The magnitude of the determination coefficient (R^2) is 0,187, meaning that job demands variable contributes 18,7% as a variable related to work-place well-being of employee in X hotel at Yogyakarta. This also confirms that there are still 81,3% of the influence of other variables not examined in this performance. Awarenesses of job demands in workplace, can minimize low rate of workplace well-being for employees.

Keywords: *workplace well-being, job demands*