

**PERBEDAAN *WORKPLACE WELL – BEING* PADA KARYAWAN
OUTSOURCE DAN KARYAWAN TETAP**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan *workplace well-being* pada karyawan *outsorce* dan karyawan tetap. Hipotesis yang diajukan dalam penelitian ini yaitu ada perbedaan *workplace well-being* pada karyawan *outsorce* dan karyawan tetap. Karyawan tetap memiliki *workplace well – being* yang lebih tinggi daripada *workplace well – being* pada karyawan *outsorce*. Subjek dalam penelitian ini berjumlah 70 orang karyawan yang terdiri dari 35 karyawan *outsorce* dan 35 orang karyawan tetap yang berusia 18 – 50 tahun dan memiliki masa kerja minimal 1 tahun. Pengambilan sampel subjek dalam penelitian ini menggunakan teknik *non random sampling* dengan *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Workplace Well-being*. Teknik analisis data menggunakan jenis *independent sample t-test*. Analisis data menunjukkan hasil uji hipotesis $t = 4,642$ dengan $p = 0,000$ ($\leq 0,050$). Analisis data tersebut menunjukkan bahwa ada perbedaan *workplace well-being* pada karyawan *outsorce* dan karyawan tetap. Karyawan tetap memiliki *workplace well – being* yang lebih tinggi daripada *workplace well – being* pada karyawan *outsorce*.

Kata kunci : *Workplace well-being*, karyawan *outsorce*, karyawan tetap

***THE DIFFERENCES OF WORKPLACE WELL-BEING IN OUTSOURCE
EMPLOYEES AND PERMANENT EMPLOYEES***

ABSTRACT

This study aimed to determine the difference in workplace well-being between outsource and permanent employees. The hypothesis proposed in this study was there were differences in workplace well-being between outsource and permanent employees. Permanent employees have higher workplace well-being than outsource employees. The subject in this study were 70 employees consisting of 35 outsource employees and 35 permanent employees aged 18 – 50 years old and had a minimum service period of 1 year. The sampling of subjects used in this study was non-random sampling techniques with purposive sampling. The research data were collected using the Workplace Well-being Scale. The data analysis technique used in this study was type of independent sample t-test. Data analysis showed the result of hypothesis testing $t = 4,642$ with $p = 0,000 (\leq 0,050)$. Analysis of the data showed that there were difference in workplace well-being between outsource and permanent employees. Permanent employees have higher workplace well-being than outsource employees.

Keywords : Workplace Well-being, outsource employees, permanent employees