

**EFEKTIVITAS PELATIHAN *SELF-MANAGEMENT* UNTUK MENINGKATKAN
SUBJECTIVE WELL-BEING PADA KARYAWAN PERUSAHAAN X DI MASA
PANDEMI COVID-19**

Abstrak

Penelitian ini bertujuan untuk mengetahui efektivitas pelatihan self-management dalam meningkatkan subjective well-being karyawan suatu perusahaan di masa pandemi covid-19. Hipotesis yang diajukan dalam penelitian ini adalah perbedaan tingkat subjective well-being karyawan antara sebelum dan sesudah diberikan pelatihan self-management serta perbedaan tingkat subjective well-being antara kelompok kontrol dan kelompok eksperimen setelah diberikan perlakuan. Subjek penelitian ini berjumlah 20 orang dengan 10 orang pada kelompok eksperimen dan 10 orang pada kelompok kontrol. Desain penelitian ini menggunakan quasi experimental design dengan model non-equivalent control group design. Metode pengumpulan data pada penelitian ini menggunakan skala self-management dan skala subjective well-being. Teknik analisis data yang digunakan untuk menguji hipotesis penelitian ini adalah independent sample t test dan paired sample t test. Hasil uji independent sample t test menunjukkan bahwa terdapat perbedaan yang signifikan antara hasil posttest kelompok eksperimen dan kelompok kontrol dengan taraf signifikansi sebesar 0,002 dan hasil uji paired sample t test dengan nilai mean sebesar -14,200 menunjukkan bahwa terdapat perbedaan nilai yang signifikan antara pretest dan posttest kelompok eksperimen. Berdasarkan hasil penjelasan tersebut, maka dapat dikatakan bahwa pelatihan self-management efektif untuk meningkatkan subjective well-being seseorang. Hal tersebut didukung juga dengan prosentase peningkatan sebesar 23,7% dari hasil perbandingan tingkat subjective well-being pada saat sebelum dan sesudah diberikan pelatihan self-management.

Kata kunci: *pandemi, covid-19, self-management, subjective well-being*

**THE EFFECTIVENESS OF SELF-MANAGEMENT TRAINING TO IMPROVE
SUBJECTIVE WELL BEING IN COMPANY X'S EMPLOYEES IN THE COVID-19
PANDEMIC**

Abstract

This study aims to determine the effectiveness of self-management training in improving the subjective well-being of employees of a company during the COVID-19 pandemic. The hypothesis proposed in this study is the different levels of subjective well-being of employees between before and after being given self-management training and the different levels of subjective well-being between the control group and the experimental group after being given treatment. The data collection method used a self-management scale and a subjective well-being scale. The data analysis technique used to test the research hypothesis is the independent sample t-test and paired sample t-test. The results of the independent sample t-test showed that there was a significant difference between the post-test results of the experimental group and the control group with a significance level of 0.002. The results of the paired sample t-test with a mean value of -14.200, indicating that there was a significant difference in values between the pre-test and post-test groups experiment. Based on the results of the explanation, it can be said that self-management training is effective in increasing a person's subjective well-being. This is also supported by the percentage increase of 23.7% from the comparison of subjective well-being levels before and after being given self-management training.

Keywords: pandemic, covid-19, self-management, subjective well-being