

ABSTRAK

Quality of work life pada karyawan diperusahaan sangat penting untuk meningkatkan produktivitas dalam bekerja. Hipotesis penelitian ini adalah ada hubungan negatif antara *workplace bullying* dengan *quality of work life* pada karyawan. Jumlah subjek dalam penelitian ini adalah 110 karyawan. alat pengumpulan data menggunakan *Skala Likert*, berupa skala *workplace bullying* dan skala *quality of work life*. Teknik Analisis Data yang digunakan adalah *product moment* dari Karl Pearson. Berdasarkan analisis data diperoleh koefisien korelasi R sebesar -0,426 dengan ($p < 0,05$). Hasil tersebut menunjukkan terdapat hubungan negatif yang signifikan antara *workplace bullying* dengan *quality of work life*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi R Square sebesar 0,181 variabel *workplace bullying* menunjukkan kontribusi sebesar 18,1% terhadap tingkat *quality of work life* dan sisanya 81,9% dipengaruhi oleh factor lainnya.

Kata Kunci :Quality, Work, Bullying, life.

ABSTRACT

Quality of work life for employees in the company is very important to increase productivity at work. The hypothesis of this study is that there is a negative relationship between workplace bullying and the quality of work life of employees. The number of subjects in this study were 110 employees. Data collection tools use a Likert scale, in the form of a workplace bullying scale and a quality of work life scale. The data analysis technique used is the product moment from Karl Pearson. Based on data analysis, it was obtained that the correlation coefficient R was -0.426 with ($p < 0.05$). These results show that there is a significant negative relationship between workplace bullying and quality of work life. Acceptance of the hypothesis in this study shows that the coefficient of determination R Square is 0.181%, the workplace bullying variable shows a contribution of 18.1% to the level of quality of work life and the remaining 81.9% is influenced by other factors.

Keywords: Quality, Work, Bullying, life