

ABSTRAK

Penelitian ini bertujuan untuk memahami gambaran *self-compassion* pada karyawan di Club “XX” serta faktor-faktor yang mempengaruhinya. Melalui pendekatan fenomenologi kualitatif, penelitian ini mengeksplorasi pengalaman subjektif karyawan dalam mengelola tekanan kerja dan kesejahteraan psikologis dari karyawan yang bekerja di industri hiburan malam dengan konteks Club “XX”. Partisipan penelitian terdiri dari karyawan Club “XX” yang bekerja pada *shift* malam, dipilih menggunakan teknik snowball sampling. Data dikumpulkan melalui wawancara semi-terstruktur, observasi partisipan, dan dokumentasi, kemudian dianalisis menggunakan teknik reduksi data, penyajian data, serta penarikan kesimpulan berdasarkan metode analisis fenomenologi. Hasil penelitian menunjukkan bahwa karyawan industri hiburan malam mengembangkan berbagai mekanisme koping untuk menghadapi tekanan kerja, termasuk refleksi diri, dukungan sosial, serta pemulihan psikis dan fisik. Faktor internal, seperti pola asuh keluarga dan harga diri, serta faktor eksternal, seperti interaksi sosial dengan rekan kerja, berperan penting dalam membentuk persepsi dan respons terhadap tantangan kerja. *Self-compassion* menjadi elemen kunci yang membantu individu menyeimbangkan antara penerimaan diri dan dorongan untuk berkembang, sehingga membantu mereka tetap bertahan dalam lingkungan kerja yang dinamis.

Kata kunci: *self-compassion*, industri hiburan malam, kesejahteraan psikologis, fenomenologi

ABSTRACT

This study aims to understand the concept of self-compassion among employees at Club “XX” and the factors influencing it. Through a qualitative phenomenological approach, this research explores the subjective experiences of employees in managing work-related stress and psychological well-being within the context of the nightlife entertainment industry, specifically at Club “XX.” The research participants consisted of night-shift employees at Club “XX,” selected using the snowball sampling technique. Data were collected through semi-structured interviews, participant observations, and documentation, then analyzed using data reduction, data presentation, and conclusion drawing based on the phenomenological analysis method.

The findings reveal that employees in the nightlife entertainment industry develop various coping mechanisms to manage work-related stress, including self-reflection, social support, and both psychological and physical recovery strategies. Internal factors, such as family upbringing and self-esteem, as well as external factors, such as social interactions with colleagues, play a crucial role in shaping employees' perceptions and responses to work-related challenges. Self-compassion emerges as a key element that enables individuals to balance self-acceptance with the drive for personal growth, thereby helping them sustain their well-being in a dynamic work environment.

Keywords: self-compassion, nightlife entertainment industry, psychological well-being, phenomenology.