

**HUBUNGAN PERSEPSI TERHADAP *JOB DEMANDS* DENGAN
WORKPLACE WELL-BEING PADA KARYAWAN YANG MENERIMA
UPAH DI BAWAH UPAH MINIMUM PROPINSI**

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INTISARI

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Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap *job demands* dengan *workplace well-being*. Teknik *sampling* dalam penelitian ini menggunakan *purposive sampling*. Subjek berjumlah 51 karyawan dan karyawan perusahaan X yang menerima upah di bawah Upah Minimum Propinsi (UMP) berusia antara 18-40 tahun. Peneliti berasumsi bahwa terdapat hubungan positif antara persepsi terhadap *job demands* dengan *workplace well-being*. Data dikumpulkan dengan menggunakan skala yang dibuat oleh peneliti yaitu Skala *Workplace Well-being* dan Skala Persepsi terhadap *Job Demands*. Analisis data pada penelitian ini menggunakan *non-parametrik Spearman's Rho* untuk menguji hipotesis, karena distribusi data dalam penelitian ini tidak normal. Hasil penelitian ini menunjukkan hubungan positif yang sangat signifikan antara persepsi terhadap *job demands* dengan *workplace well-being* ($r = 0,925$) dengan signifikansi 0,000 ($p < 0,01$). Artinya persepsi *job demands* pada karyawan yang menerima upah di bawah UMP memiliki pengaruh sebesar 85,6% terhadap tingkat *workplace well-being* dan sisanya sebesar 14,4% dipengaruhi oleh faktor-faktor lain yang tidak diteliti.

Kata kunci : persepsi terhadap *job demands*, *workplace well-being*, karyawan

**THE RELATIONSHIP BETWEEN PERCEPTION TO JOB DEMANDS
WITH WORKPLACE WELL-BEING WHO RECEIVES SALARY BELOW
THE PROVINCIAL MINIMUM SALARY**

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ABSTRACT

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This research has purpose to know a relationship between perception to job demands with workplace well-being. Sampling technique at research using The Purposive Sampling. The subject as many as 51 employes and female employes of X Company who receives salary below the Provincial Minimum Salary, which is they are 18-40 years old. The researcher has assumption that there is positive relation between perception to job demands with workplace well-being. The data is collected by using scala wich is made by researcher that is Workplace Well-being Scala and Perception to Job Demands Scala. The analysis data at research using non-parametri spearman's rho to examine hipotesis. The result of this research indicate a posistif realtion which is very significant between perseption to job demands with workplace well-being ($r = 0,925$) with signification 0,000 ($p < 0,01$). Mean the job demands perception at employes who receives salary below PMS has an affect of 85,6% on workplace well-being and the remaining 14,4% is influenced by other factors that are not examined.

Key word : job demands, workplace well-being, employes