

**HUBUNGAN ANTARA DUKUNGAN SOSIAL REKAN KERJA DENGAN
KESEJAHTERAAN SUBJEKTIF PADA KARYAWAN
PR. BERKAH NALAMI**

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara dukungan sosial rekan kerja dengan kesejahteraan subjektif pada karyawan PR. Berkah Nalami. Hipotesis penelitian adalah ada hubungan positif antara dukungan sosial rekan kerja dan kesejahteraan subjektif. Variabel dalam penelitian ini adalah dukungan sosial rekan kerja dan kesejahteraan subjektif. Teknik pengambilan sampel yang digunakan adalah *nonprobability sampling*. Di dalam teknik *nonprobability sampling* peneliti menggunakan *quota sampling*. Subjek penelitian ini adalah 70 karyawan PR. Berkah Nalami, dengan tingkat pendidikan SMU/SMK dan memiliki masa kerja > 6 bulan. Pengumpulan data dilakukan dengan Skala Dukungan Sosial Rekan Kerja dan Skala Kesejahteraan Subjektif. Data penelitian dianalisa menggunakan teknik *korelasi Product Moment* dari Pearson dengan menggunakan SPSS *for windows version 23*. Hasil perhitungan dari hubungan antara dukungan sosial rekan kerja dan kesejahteraan subjektif menunjukkan koefisien korelasi sebesar $r = 0,329$ ($p < 0,003$). Hal ini berarti hipotesis dari penelitian diterima. Koefisien determinasi (R^2) diperoleh sebesar 0,108, artinya dukungan sosial rekan kerja dalam penelitian ini memberikan sumbangan sebesar 10,8% terhadap kesejahteraan subjektif pada karyawan PR. Berkah Nalami. Hal ini menegaskan pengaruh variabel lain yang tidak diteliti dalam penelitian ini sebesar 89,2% yaitu harga diri positif, kontrol diri, ekstraversi, optimis, memiliki arti dan tujuan dalam hidup.

Kata kunci: dukungan rekan kerja, kesejahteraan subjektif, karyawan.

**RELATIONSHIP BETWEEN SOCIAL SUPPORT CO-WORKERS WITH
SUBJECTIVE WELL-BEING ON EMPLOYEE
PR. BERKAH NALAMI**

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Abstract

This research aimed to know the relationship between colleague social support with subjective well-being of Berkah Nalami Cigarette Factory co-worker. The research hypothesis: there was a positive relationship between colleague social support and subjective well-being of co-workers. The variable in this research were social support and subjective well-being of co-workers. Sampling technique used is the nonprobability sampling. Nonprobability sampling techniques in the researcher use quota sampling. The subject of this research were 70 employees of Berkah Nalami Cigarette Factory, with the level of co-workers education was senior high school and had a working period during > 6 months. The data collection was carried out by social support scale of co-workers and subjective well-being scale of co-workers. Research data were analyzed using the correlation technique of Pearson Product Moment by using SPSS for windows version 23. The calculation result of relationship between social support and subjective well-being of co-workers showed that the correlation coefficient of $r = 0.329$ ($p < 0.003$). This means that the hypothesis of the research were accepted. The coefficient of determination (R^2) acquired for 0.108, so it mean that social support co-workers in this study provide a donation of 10.8% against subjective well-being on employees Berkah Nalami Cigarette Factory. This confirmed the influence of other variables that were not examined in this study amounted to 89,2% that is a positive self esteem, self control, ekstraversi, optimistic, has a meaning and purpose in life.

Keywords: social support colleague, subjective well-being, employees.