

HUBUNGAN ANTARA *JOB DEMANDS* DAN *WORKPLACE WELL-BEING* PADA KARYAWAN GENERASI Z DI JAKARTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Job Demands* dan *Workplace Well-Being* pada karyawan generasi Z di Jakarta. Hipotesis penelitian ini yaitu terdapat hubungan negatif antara *Job Demands* dan *Workplace Well-Being* pada karyawan generasi Z di Jakarta. Apabila *Job Demands* semakin rendah maka *Workplace Well-Being* semakin tinggi. Begitu sebaliknya, apabila *Job Demands* semakin tinggi maka *Workplace Well-Being* semakin rendah. Subjek pada penelitian ini sebanyak 109 orang dengan kriteria yaitu karyawan generasi Z di Jakarta dengan kisaran usia 24 - 29 tahun. Pengumpulan data menggunakan skala psikologi yaitu skala *Eudaimonic Workplace Well-being Scale* (EWWS) dan *Job Demands-Resources Questionnaire*. Metode analisis data yang digunakan adalah analisis korelasi *product moment*. Berdasarkan hasil analisis data yang diperoleh koefisien korelasi (r_{xy}) = -0.606 dengan $p = 0.000$ ($p < 0,050$). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara variabel *job demands* dan *workplace well-being*. Koefisien determinan (R^2) sebesar 0,367. Hal ini menunjukkan bahwa variabel *job demands* memberikan sumbangan efektif sebesar 36,7% terhadap variabel *workplace wellbeing* pada karyawan generasi Z di Jakarta dan 63,3% sisanya disebabkan oleh faktor-faktor lain yang tidak diselidiki dalam penelitian ini.

Kata Kunci : *Job Demands*, *Workplace Well-being*, Karyawan Generasi Z

***THE RELATIONSHIP BETWEEN JOB DEMANDS AND WORKPLACE
WELLBEING AMONG GENERATION Z EMPLOYEES AT JAKARTA***

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ABSTRACT

This research aims to determine the relationship between Job Demands and Workplace Well-being among Generation Z employees in Jakarta. The hypothesis of this study is that there is a negative relationship between Job Demands and Workplace Well-being among Generation Z employees in Jakarta. If Job Demands are lower, then Workplace Well-being will be higher. Conversely, if Job Demands are higher, then Workplace Well-being will be lower. The subjects in this study were 109 individuals with the criteria of Generation Z employees in Jakarta, aged 24-29 years. Data was collected using psychological scales, namely the Eudaimonic Workplace Well-being Scale (EWWS) and the Job Demands-Resources Questionnaire. The data analysis method used was product-moment correlation analysis. Based on the data analysis results, the correlation coefficient (r_{xy}) was -0.606 with $p = 0.000$ ($p < 0.050$). These results indicate a significant negative relationship between the variables of Job Demands and Workplace Well-being. The coefficient of determination (R^2) was 0.367. This shows that the Job Demands variable contributes effectively 36.7% to the Workplace Well-being variable among Generation Z employees in Jakarta, and the remaining 63.3% is due to other factors not investigated in this study.

Keywords: *Job Demands, Workplace Well-being, Generation Z Employees*