

Abstrak

Perkembangan teknologi dalam dunia kerja menuntut karyawan untuk beradaptasi dengan sistem digital yang terus berubah. Kondisi ini berpotensi menimbulkan *technostress* yang dapat memengaruhi *psychological well-being* (PWB). Penelitian ini bertujuan untuk mengetahui hubungan antara *technostress* dan *psychological well-being* pada karyawan. Hipotesis yang diajukan adalah adanya hubungan negatif antara *technostress* dan PWB. Partisipan penelitian berjumlah 157 karyawan dari berbagai bidang pekerjaan. Penentuan partisipan dilakukan dengan dua teknik, yaitu purposive sampling, berdasarkan kriteria inklusi tertentu, dan *snowball sampling*, melalui rekomendasi berantai dari responden sebelumnya. Data dikumpulkan menggunakan Skala *Psychological Well-Being* versi *short scale* Ryff & Keyes (1995) yang telah diadaptasi oleh Humaidah & Mulyono (2025) serta Skala *Technostress* berdasarkan konstruk Ragu-Nathan dkk. (2008) yang telah diuji validitasnya oleh Subchi dkk. (2024). Analisis data dilakukan menggunakan uji korelasi *Pearson Product Moment*. Hasil penelitian menunjukkan adanya hubungan negatif yang signifikan antara *technostress* dan *psychological well-being* ($r = -0,467$; $p = 0,000$), sehingga hipotesis diterima. Semakin tinggi *technostress* yang dialami, semakin rendah *psychological well-being* karyawan. Temuan ini menegaskan bahwa tuntutan teknologi yang berlebihan, kompleks, serta berubah secara cepat dapat menurunkan kondisi psikologis optimal individu di tempat kerja.

Kata kunci: *karyawan, psychological well-being, technostress*

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The rapid development of digital technology in the workplace requires employees to continuously adapt to evolving systems, which may lead to technostress and potentially reduce psychological well-being (PWB). This study aims to examine the relationship between technostress and psychological well-being among employees. The proposed hypothesis states that technostress is negatively related to PWB. A total of 157 employees from various occupational backgrounds participated in the study. Participants were recruited using two sampling techniques: purposive sampling, based on specific inclusion criteria, and snowball sampling, through referrals from previous respondents. Data were collected using the short-scale Psychological Well-Being Ryff & Keyes (1995) instrument adapted by Humaidah & Mulyono (2025) and the Technostress Scale developed by Ragu-Nathan et al. (2008) and validated by Subchi et al. (2024). Data analysis was carried out using the Pearson Product Moment correlation test. The results indicated a significant negative relationship between technostress and psychological well-being ($r = -0,467$; $p = 0,000$), supporting the proposed hypothesis. Higher levels of technostress were associated with lower psychological well-being among employees. These findings highlight that excessive, complex, and rapidly changing technological demands can hinder employees' optimal psychological functioning.

Keywords: *employees, psychological well-being, technostress*