

Pengaruh job design terhadap workplace well-being ; studi terhadap karyawan perusahaan minyak bumi dan gas

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20285605&lokasi=lokal>

Abstrak

Berbagai penelitian telah menunjukkan bahwa job design mempengaruhi workplace well-being. Tujuan penelitian ini adalah untuk melihat pengaruh job design terhadap workplace well-being pada karyawan yang bekerja di organisasi minyak dan gas. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian noneksperimental (field study) dan jumlah responden yang digunakan sebanyak 294 orang. Hasil analisis menunjukkan bahwa terdapat korelasi dan pengaruh dari job design terhadap workplace well-being.

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Contemporary theory and research have suggested that workplace well-being are determined by their job design. The current study examined the correlation and effect of job design on workplace well-being of oil and gas company employees. This research used the quantitative approach with non-experimental research design (field study) and was conducted on 294 respondents. Result indicated that job design was positively correlated and has effect on workplace well-being. Keywords: job design, workplace well-being.