

## Hubungan Antara Workplace Well Being Dan Chinese Value Pada Karyawan Keturunan Chinese = Relationship Between Workplace wWll Being And Chinese Value Among Chinese Employee

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### Abstrak

Penelitian ini untuk melihat hubungan antara workplace well-being dan Chinese value pada karyawan keturunan Chinese. Workplace well-being didefinisikan sebagai rasa sejahtera yang diperoleh karyawan dari pekerjaannya, yang terkait dengan perasaan karyawan secara umum (core affect) dan kepuasan yang didapatkan dari faktor intrinsik dan ekstrinsik dari pekerjaan (work values), yang diukur melalui Workplace Well-Being Index (WWBI) (Page, 2005). Nilai didefinisikan sebagai prinsip yang dianut untuk mengatur tingkah laku seseorang (Chinese Culture Connection, 1987 dalam Ongkowijoyo, 2011), diukur melalui Chinese Value Survey (Bond et al. dalam Mathews, 2000). Sampel penelitian ini adalah 104 karyawan keturunan Chinese yang diperoleh secara accidental sampling. Hasil analisis menunjukkan hubungan yang signifikan antara workplace well-being dan Chinese Value pada karyawan keturunan Chinese ( $r= 0.226$ ,  $p<0.05$ , two-tailed). Implikasi dari hasil penelitian ini adalah Chinese value yang dianut oleh karyawan keturunan Chinese berhubungan dengan kesejahteraan yang dirasakan karyawan di tempat kerja.

.....The aim of this study is to identifying the relationship between workplace well-being and Chinese value among Chinese employee. The definition of workplace well-being is as sense of well-being that employees gain from their work, including core affect dan the satisfaction of intrinsic and/or extrinsic work values, that measured by using the Workplace Well-Being Index (WWBI) (Page, 2005). Value is defined as a set of principal which believed by a person to govern his attitude (Chinese Culture Connection, 1987 in Ongkowijoyo, 2011), that measured by using the Chinese Value Survey (Bond et al. in Mathews, 2000). The samples of this study were 104 Indonesian Chinese employees were gain using accidental sampling. The analysis showed significant correlation between workplace well-being and Chinese value among Chinese employee ( $r= 0.226$ ,  $p<0.05$ , two-tailed). The implication of this research gives us conclusion that the Chinese value of Chinese employee have relation with well-being of those employee at workplace.