

Hubungan antara Workplace Well Being dengan Work Locus of Control pada Karyawan Perusahaan Manufaktur = Relationship between Workplace Well Being and Work Locus of Control on Manufacture Employees

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Abstrak

Penelitian ini bertujuan untuk menganalisis hubungan antara workplace wellbeing dan work locus of control pada karyawan perusahaan manufaktur yang memproduksi oli. Workplace well-being merupakan rasa sejahtera yang diperoleh karyawan dari pekerjaan mereka, yang terkait dengan perasaan karyawan secara umum (core affect) dan nilai intrinsik maupun ekstrinsik dari pekerjaan (Page, 2005), yang diukur dengan Workplace Wellbeing Index (WWBI).

Work locus of control merupakan kepercayaan individu tentang pekerjaan yang dikendalikan oleh tindakan atau perilaku individu (internal) ataupun sebab di luar pengaruh individu itu sendiri (eksternal) (Spector, 1988), diukur melalui alat ukur Work Locus of Control Scale (WLCS). Sampel dalam penelitian ini sebanyak 133 karyawan di PT. X, diperoleh secara accidental. Hasil analisis menunjukkan bahwa terdapat hubungan yang signifikan antara workplace well-being dengan work locus of control pada karyawan perusahaan manufaktur ($r = 0,558$, $p < 0,01$, two tailed).

.....The research's purpose is to analyse the correlation between workplace wellbeing and work locus of control on manufacture employees which produce oil. Workplace well-being is defined as a sense of well-being derived from the work of their employees, which is associated with feelings of general employees (core Affect) and the intrinsic and extrinsic value of work (Page, 2005), measured through the Workplace Well-being Index (WWBI).

Work locus of control is an individual's belief about the job that is controlled by the actions or behavior of the individual (internal) or causes beyond the influence of the individual (external) (Spector, 1988), was measured by gauges Work Locus of Control Scale (WLCS). The sample in this study included 133 employees at PT. X, using accidental sampling. The results show that there is a significant relationship between workplace wellbeing with work locus of control on the manufacturing company's employees ($r = 0.558$, $p < 0.01$, two-tailed).