

Faktor yang memengaruhi kondisi psychological wellbeing, kepuasan kerja dan kesehatan fisik dengan gender sebagai variabel moderator pada buruh tekstil di Indonesia = Factors affected the condition of job satisfaction and physical health of textile labors in Indonesia with gender as moderator variable

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Abstrak

Penelitian ini bertujuan untuk mengkaji faktor-faktor yang mempengaruhi kondisi psychological wellbeing seperti job insecurity sebagai job demand dan dukungan supervisor sebagai job resources terhadap kepuasan kerja dan kesehatan fisik pekerja. Data yang digunakan pada penelitian ini adalah melalui Survey Better Work Indonesia. Penelitian ini menggunakan metode kuantitatif dengan random sampling dari total populasi 172 pabrik yang telah diambil sampelnya sebanyak 84 perusahaan dengan 1017 buruh pada tahun 2012 dan 2015. Hasil penelitian menunjukkan hasil yang konsisten pada pengaruh kondisi job insecurity dan dukungan supervisor terhadap psikologis wellbeing. Melalui pengaruh psikologis wellbeing ini juga ditemukan pengaruh terhadap kondisi kepuasan kerja dan kesehatan fisik. Pada penelitian ini juga menemukan bahwa gender telah memoderasi hubungan antara psychological wellbeing dan kesehatan fisik buruh.

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According to the changes demand in Textile Sector year by year this research aims to investigated the importance of psychological climate in factory like supervisor support and job insecurity to their psychological wellbeing. Furthermore this paper also explore the continual impact of labor rsquo s psychological wellbeing to their job satisfaction and physical health that also an important factors affected their performance at workplace. The data were collected from Better Work Indonesia Survey in 2012 and 2015. This research used quantitative methods from 1017 labors in 84 factory in Indonesia. The result showed significant impact from Supervisor Support and Job Insecurity toward Psychological wellbeing. It is also found that Psychological wellbeing affected to labor rsquo s job satisfaction and physical health. This result contributed to showed the importance of maintaining psychological wellbeing of labors at factory in order to boost and optimatilize their performance. This research also found that gender moderated the relationships between psychological wellbeing and physical health. According to the result it showed that between man and women there is a different way to maintain their health both physical and mental.