

# Hubungan antara Stres Kerja dan Kualitas Tidur dengan Trait Mindfulness sebagai Moderator pada Karyawan Perusahaan Startup = The Relationship between Job Stress and Sleep Quality with Trait Mindfulness as Moderator in Startup Company Employee

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## Abstrak

Penelitian ini bertujuan untuk mengetahui apakah trait mindfulness dapat memoderatori hubungan antara stres kerja dan kualitas tidur. Partisipan penelitian ini adalah karyawan startup dengan kelompok usia milenial yang bekerja di Jabodetabek. Jumlah partisipan perempuan sebanyak 93 orang dan jumlah partisipan laki-laki sebanyak 63 orang (N=150). Instrumen dalam penelitian ini adalah Pittsburgh's Sleep Quality Index (PSQI) untuk mengukur kualitas tidur, Job Stress Survey (JSS) untuk mengukur stres kerja, dan Mindful Attention and Awareness Scale (MAAS) untuk mengukur trait mindfulness. Hasil penelitian menemukan bahwa model statistik signifikan ( $p < .05$ ) dengan 17,80% varians skor kualitas tidur dapat dijelaskan oleh stres kerja dan trait mindfulness. Stres kerja ( $\beta = 0,1099$ ,  $t = 2,5174$ ,  $p < 0,05$ ) dan trait mindfulness ( $\beta = -0,0614$ ,  $t = -3,2453$ ,  $p < 0,05$ ) secara signifikan mempengaruhi kualitas tidur. Akan tetapi, trait mindfulness tidak ditemukan memoderasi kualitas tidur ( $\beta = -0,0036$ ,  $t = -1,2363$ ,  $p > 0,05$ ). Penelitian ini tidak membuktikan bahwa trait mindfulness dapat memberikan efek memoderasi hubungan antara stres kerja dan kualitas tidur.....The purpose of this study was to find out whether trait mindfulness moderates the relationship between job stress and sleep quality. Participant in this study were startup employee in millennial age which located in Jabodetabek. There are 93 female participants and 63 male participants (N=150) in total. Instruments used in this study were Pittsburgh's Sleep Quality Index (PSQI) for measuring sleep quality, Job Stress Survey (JSS) for measuring job stress, and Mindful Attention and Awareness Scale (MAAS) for measuring trait mindfulness. The result of this research found that statistic significant model ( $p < .05$ ) with 17,80% variance of sleep quality was explained by job stress and trait mindfulness. Job stress ( $\beta = 0,1099$ ,  $t = 2,5174$ ,  $p < 0,05$ ) and trait mindfulness ( $\beta = -0,0614$ ,  $t = -3,2453$ ,  $p < 0,05$ ) were significant predictors for sleep quality. However, trait mindfulness did not significantly moderates the relationship between job stress and sleep quality ( $\beta = -0,0036$ ,  $t = -1,2363$ ,  $p > 0,05$ ). This research did not proven the moderation effect of trait mindfulness in relationship between job stress and sleep quality.