

## Hubungan stres kerja terhadap kualitas tidur yang dimoderasi perceived social support pada pekerja perusahaan startup = The relationship between job stress to sleep quality with perceived social support as a moderator among startup employees

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### Abstrak

Perusahaan startup saat ini banyak diminati oleh generasi milenial Indonesia. Dibalik sisi positif bekerja di perusahaan startup, juga terdapat dampak negatif yang disebabkan tingginya tekanan kerja dan banyaknya tugas yang mengakibatkan menurunnya kualitas tidur. Memiliki perceived social support yang baik dapat membantu menjaga dampak stres kerja terhadap kualitas tidur. Penelitian ini bertujuan untuk melihat pengaruh moderasi perceived social support terhadap hubungan stres kerja dan kualitas tidur pekerja perusahaan startup. Kualitas tidur diukur dengan PSQI (Pittsburgh Sleep Quality Index), stres kerja diukur dengan JSS (Job Stress Survey) dan perceived social support diukur dengan MSPSS (Multidimensional Scale of Perceived Social Support). Hasil penelitian menemukan model statistik signifikan ( $p < 0,05$ ) dengan 27,61% skor kualitas tidur dijelaskan oleh stres kerja dan perceived social support. Stres kerja ( $=0,1558$ ,  $t(143)$ ,  $p < 0,05$ ) dan perceived social support ( $=-0,0800$ ,  $t(143)$ ,  $p < 0,05$ ) mempengaruhi kualitas tidur pekerja perusahaan startup secara signifikan. Namun, Perceived social support tidak dapat memoderatori hubungan stres kerja dan kualitas tidur ( $=0,0036$ ,  $t(143)$ ,  $p > 0,05$ ). Terdapat beberapa hal yang dapat menyebabkan penelitian gagal membuktikan hipotesis utama, seperti sistem bekerja di rumah dan stres yang diakibatkan kecemasan saat pandemi

.....Startup companies currently preferred by Indonesian millennials. Beside all the upsides of working in a startup company, there are also the downsides, such as job stress caused by lot of tasks and working ambiguity which can lead to poor sleep quality. One of the things that can help maintain effect of job stress to sleep quality is perceived social support. This research is aimed to assess the effect of perceived social support moderation to job stress and sleep quality in startup employees. Sleep quality was assessed with PSQI (Pittsburgh Sleep Quality Index), job stress was assessed with JSS (Job Stress Survey) and perceived social support was assessed with MSPSS (Multidimensional Scale of Perceived Social Support). This research found a statistically significant model ( $p < 0.05$ ) with sleep quality score of 27,61% explained with job stress and perceived social support. Job stress ( $=0,1558$ ,  $t(143)$ ,  $p < 0,05$ ) and perceived social support ( $=-0,0800$ ,  $t(143)$ ,  $p < 0,05$ ) affected sleep quality of startup employees significantly. However, perceived social support could not moderate job stress and sleep quality ( $=0,0036$ ,  $t(143)$ ,  $p > 0,05$ ). There were few things that made this research fail to prove alternative hypotheses, i.e., work from home system and stress due anxiety during pandemic. <i/>