

Pemikiran berulang terkait pekerjaan sebagai mediator dalam hubungan antara stres kerja dan kualitas tidur pada karyawan milenial yang bekerja di perusahaan startup = Work-related rumination as a mediator in the relationship between job stress and sleep quality in millennial employees who are working in startup companies

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Abstrak

Penelitian ini bertujuan untuk melihat apakah pemikiran berulang terkait pekerjaan memediasi hubungan antara stres kerja dan kualitas tidur pada sampel karyawan startup. Penelitian sebelumnya menemukan pemikiran berulang signifikan memediasi hubungan antara kelelahan bekerja dan kualitas tidur hanya pada dimensi affective rumination saja. Responden penelitian ini berjumlah 150 orang karyawan perusahaan startup dengan lokasi kantor yang tersebar di wilayah Jabodetabek. Sebagai perusahaan baru, jumlah karyawan startup masih tergolong sedikit dengan beban kerja yang cukup tinggi karena harus selalu mengikuti perkembangan pasar dan teknologi. Kualitas tidur diukur dengan Pittsburgh Sleep Quality Index (PSQI), stres kerja diukur melalui Job Stress Survey (JSS), dan pemikiran berulang diukur dengan Work-Related Rumination Questionnaire (WRRQ). Hasil analisis mediasi menunjukkan bahwa terdapat indirect effect ($ab = 0,036$, $p < 0,05$) dan direct effect ($c' = 0,114$, $p < 0,05$) hanya pada dimensi affective rumination saja.

.....This study aims to see whether work-related rumination mediate the relationship between work stress and sleep quality in a sample of startup employees. Previous research has found that work-related rumination significantly mediates the relationship between work fatigue and sleep quality only in the affective rumination dimension. The respondents of this study were 150 startup company employees with offices located in the Greater Jakarta area. As a new company, the number of startup employees is still relatively small with a fairly high workload because they have to follow the development of markets and technology. Sleep quality is measured by the Pittsburgh Sleep Quality Index (PSQI), work stress is measured through the Job Stress Survey (JSS), and work-related rumination is measured by Work-Related Rumination Questionnaire (WRRQ). The results of the mediation analysis showed that there were indirect effects ($ab = 0.036$, $p < 0.05$) and direct effects ($c' = 0.114$, $p < 0.05$) only in the affective rumination dimension.