

Efek Moderasi Persepsi Sisa Waktu di Organisasi (Perceived Remaining Time) pada Hubungan antara Tuntutan Pekerjaan (Job Demand) dengan Stres Kerja (Job Stress) = Moderating Effect of Perceived Remaining Time in The Organization on The Relationship between Job Demand and Job Stress

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Abstrak

Penelitian terdahulu menyarankan perlunya mendalami sumber daya personal (personal resource) dalam mempelajari hubungan antara tuntutan pekerjaan dan stres kerja. Berdasarkan saran tersebut, penelitian ini bertujuan untuk menginvestigasi persepsi sisa waktu, salah satu sumber daya personal pekerja di organisasi, sebagai moderator pada hubungan antara tuntutan pekerjaan dan stres kerja. Penelitian ini menggunakan teori Conservation of Resources (COR theory) sebagai kerangka teori untuk menjelaskan efek moderasi oleh persepsi sisa waktu. Data diperoleh dengan menggunakan survei online pada pegawai negeri sipil dari 32 instansi pemerintahan di Indonesia (N=220). Data diolah dengan menggunakan aplikasi PROCESS Hayes macro versi 3.3 di SPSS. Hasil penelitian menunjukkan bahwa persepsi sisa waktu memoderasi hubungan antara tuntutan pekerjaan dan stres kerja, di mana hubungan tersebut menjadi positif dan meningkat ketika persepsi sisa waktu rendah dibandingkan ketika persepsi sisa waktu tinggi. Penelitian ini membuktikan bahwa persepsi sisa waktu dapat melemahkan hubungan positif antara tuntutan pekerjaan dengan stres kerja. Implikasi teori dan praktis akan dibahas lebih jauh pada tulisan ini

.....Previous studies suggested to examine personal resources in the relationship between job demand and job stress. This study aims to investigate the moderating effect of perceived remaining time in the organization on the relationship between job demand and job stress. Drawing on the Conservation of Resources (COR) theory to explain the moderation effect, it is argued that the relationship between job demand and job stress is weakened by perceived remaining time. Data were collected using online survey on public sector employees from thirty-two government institutions in Indonesia (N = 220). Data were analyzed using Hayes' PROCESS macro version 3.3 on SPSS software. Results showed that perceived remaining time moderated the relationship between job demand and job stress, such that the relationship was positive and higher when perceived remaining time was low than when perceived remaining time was high. In other words, perceived remaining time dampens the positive relation between job demand and job stress. Theoretical and practical implications are further discussed