

Peran Mindful Eating dalam memediasi hubungan antara stres kerja dan produktivitas kerja pada pekerja dewasa awal = The mediating role of Mindful Eating on the correlation between work stress and work productivity in emerging adult worker

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Abstrak

Adanya bonus demografi penduduk di Indonesia seharusnya menjadi sebuah hal yang menguntungkan bagi negara maupun bagi pelaku industri dan organisasi. Namun demikian, angka produktivitas pekerja di Indonesia ditemukan menurun. Penelitian terdahulu telah menemukan bahwa stres kerja menjadi salah satu akibat menurunnya produktivitas kerja, namun hubungan atau dampak stres kerja terhadap produktivitas kerja masih tergolong lemah hingga moderat sehingga diperlukan adanya eksplorasi variabel lain yang mampu menjelaskan hubungan antara stres kerja dan produktivitas kerja. Berdasarkan penelitian sebelumnya, ditemukan variabel lain yang berhubungan dengan stres kerja dan produktivitas kerja, yaitu tingkah laku makan dan mindfulness. Karenanya, penelitian ini mengajukan variabel mindful eating dalam menjelaskan hubungan antara stres kerja dan produktivitas kerja pada pekerja dalam rentang usia dewasa awal. Total partisipan pada penelitian ini berjumlah 101 partisipan dalam rentang usia 18-29 tahun berkewarganegaraan Indonesia. Pengukuran mindful eating menggunakan alat ukur Mindful Eating Questionnaire (MEQ), Stres Kerja menggunakan Health and Safety Executive – Work Related Stress Scale (HSE-WRSS), dan peroduktivitas kerja menggunakan Endicott Work Productivity Scale (EWPS). Ketiga alat ukur tersebut telah diadaptasi dalam Bahasa Indonesia. Metode analisis menggunakan analisis mediasi sederhana. Hasil analisis mediasi menemukan bahwa mindful eating memediasi secara parsial hubungan stres kerja dan produktivitas kerja. Dengan kata lain, mindful eating memiliki peran dalam hubungan antara stres kerja dan produktivitas kerja.

.....Indonesia's demographic bonus should be a boon for the country as well as for industries and organizations. However, the productivity rate of workers in Indonesia has been found to be declining. Previous research has found that work stress is one of the consequences of declining work productivity, but the relationship or impact of work stress on work productivity is still classified as weak to moderate so it is necessary to explore other variables that can explain the relationship between work stress and work productivity. Based on previous research, other variables were found to be related to work stress and work productivity, namely eating behavior and mindfulness. Therefore, this study proposes mindful eating variables in explaining the relationship between work stress and work productivity in workers in the early adult age range. The total number of participants in this study was 101 participants in the age range of 18-29 years old with Indonesian nationality. Mindful eating was measured using the Mindful Eating Questionnaire (MEQ), Work Stress using the Health and Safety Executive - Work Related Stress Scale (HSE-WRSS), and work productivity using the Endicott Work Productivity Scale (EWPS). The three measuring instruments have been adapted in Indonesian. The analysis method uses simple mediation analysis. The results of the mediation analysis found that mindful eating partially mediates the relationship between work stress and work productivity. In other words, mindful eating has a role in the relationship between work stress and work productivity.