

ABSTRAK

Skripsi dengan judul “Pengaruh *Subjective Well-Being* Terhadap *Job Performance* Pada Karyawan Pabrik X Di Tulungagung” ini ditulis oleh Evi Fatu Sholiha, NIM.126308213217, dengan pembimbing Germino Wahyu Broto, M. Si.

Kata Kunci: Subjective Well-Being, Job Performance

Penelitian ini dilatarbelakangi oleh Pengelolaan sumber daya manusia merupakan aspek fundamental dalam mencapai tujuan organisasi. Kinerja karyawan menjadi elemen penting yang menentukan produktivitas dan daya saing perusahaan, termasuk di lingkungan pabrik. Salah satu faktor psikologis yang diduga dapat memengaruhi kinerja adalah *subjective well-being*, yaitu persepsi individu terhadap kebahagiaan, kepuasan hidup, serta kesejahteraan emosional. Meskipun berbagai studi telah membahas hubungan antara *subjective well-being* dan kinerja kerja, masih terdapat kesenjangan penelitian pada konteks industri manufaktur, khususnya di Pabrik X Tulungagung.

Penelitian ini diharapkan memberikan manfaat secara teoritis dan praktis. Secara teoritis, penelitian ini dapat menambah literatur ilmu pengetahuan, khususnya dalam bidang psikologi, terkait pengaruh *subjective well-being* terhadap kinerja karyawan. Secara praktis, dapat menjadi bahan rujukan untuk penelitian selanjutnya yang berkaitan dengan kesejahteraan atau kebahagiaan serta *job performance*.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui penyebaran kuesioner kepada karyawan yang menjadi responden, kemudian dianalisis menggunakan uji regresi untuk menguji pengaruh antara *subjective well-being* dan *job performance*.

Hasil penelitian menunjukkan bahwa hasil analisis deskriptif menunjukkan bahwa tingkat *subjective well-being* berada pada kategori sedang hingga tinggi dengan rata-rata skor 71,18, sedangkan *job performance* berada pada kategori baik dengan rata-rata skor 344,38. Namun, hasil analisis inferensial menunjukkan bahwa *subjective well-being* tidak memiliki pengaruh yang signifikan terhadap *job performance* dengan sumbangan 0%. Nilai signifikansi sebesar 0,945 ($> 0,05$) menunjukkan bahwa hipotesis pertama ditolak. Selain itu, nilai koefisien determinasi (*R Square*) sebesar 0,000 mengindikasikan bahwa variasi dalam kinerja karyawan tidak dapat dijelaskan oleh tingkat kesejahteraan subjektif mereka. Dengan demikian, *subjective well-being* bukan merupakan faktor dominan yang memengaruhi *job performance* karyawan dalam konteks penelitian ini.

ABSTRACT

The thesis entitled “The Influence of Subjective Well-Being on Job Performance of Employees at Factory X in Tulungagung” was written by Evi Fatu Sholiha, NIM.126308213217, with a mentor Germino Wahyu Broto, M. Si.

Keywords: Subjective Well-Being, Job Performance

This research is motivated by Human resource management is a fundamental aspect in achieving organizational goals. Employee performance is an important element that determines the productivity and competitiveness of the company, including in the factory environment. One psychological factor that is thought to affect performance is subjective well-being, which is an individual's perception of happiness, life satisfaction, and emotional well-being. Although various studies have discussed the relationship between subjective well-being and job performance, there is still a research gap in the context of the manufacturing industry, especially at Tulungagung Factory X. This study is expected to provide theoretical benefits.

This research is expected to provide theoretical and practical benefits. Theoretically, this research can add to the literature of science, especially in the field of psychology, related to the influence of subjective well-being on employee performance. Practically, it can be a reference material for further research related to well-being or happiness and job performance.

This research uses a quantitative approach with a survey method. Data were collected through distributing questionnaires to employees who became respondents, then analyzed using regression tests to test the influence between subjective well-being and job performance.

The results of the study showed that the results of the descriptive analysis showed that the level of subjective well-being was in the moderate to high category with an average score of 71.18, while job performance was in the good category with an average score of 344.38. However, the results of the inferential analysis showed that subjective well-being did not have a significant effect on job performance with a contribution of 0%. The significance value of 0.945 (> 0.05) indicates that the first hypothesis is rejected. In addition, the coefficient of determination (R Square) value of 0.000 indicates that variations in employee performance cannot be explained by their level of subjective well-being. Thus, subjective well-being is not a dominant factor that influences employee job performance in the context of this study.