

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh negatif *job demands* terhadap *employee well-being* dengan *job resources* sebagai variabel pemoderasi di PT Argha Karya Prima Industry Tbk yang terletak di Kabupaten Bogor. Lebih lanjut lagi, penelitian ini bertujuan untuk mengetahui: Apakah *job demands* memiliki pengaruh negatif terhadap *employee wellbeing*? dan Apakah *job resources* memoderasi pengaruh negatif *job demands* terhadap *employee well-being*? Rancangan penelitian ini merupakan penelitian kuantitatif dan metode pengumpulan data yang dilakukan adalah survei terhadap 126 responden dengan kriteria karyawan PT Argha Karya Prima Industri tingkat *foreman/officer* hingga *section head* pada grade III hingga grade V. Metode analisis data menggunakan teknis analisis regresi berganda untuk uji t dan analisis varian (ANOVA) untuk uji f pada program komputer *Statistical Product Service Solution* (SPSS) versi 26. Hasil dari penelitian ini menyatakan bahwa *job demands* berpengaruh negatif terhadap *employee well-being* serta *job resources* memoderasi secara positif pengaruh *job demands* terhadap *employee well-being*. Dapat diartikan, variabel *job resources* melemahkan pengaruh negatif variabel *job demands* terhadap variabel *employee well-being*.

Kata Kunci : Tuntutan Pekerjaan, Kesejahteraan Karyawan, Sumber Daya Pekerjaan

ABSTRACT

This study aims to examine the negative effect of job demands on employee well being with job resources as moderating variables at PT Argha Karya Prima Industri Tbk located in Bogor Regency. Furthermore, this study aims to determine: Do job demands have a negative effect on employee wellbeing? And do job resources moderate the negative effect of job demands on employee well-being?. The design of this research is a quantitative research and the data collection method is a survey of 126 respondents with criteria for employees of PT Argha Karya Prima Industri from foreman/officer level to section head in grade III to grade V. The data analysis method uses multiple regression analysis techniques for t-test and analysis of variance (ANOVA) for the f-test on the Statistical Product Service Solution (SPSS) version 26 computer program. The results of this study state that job demands have a negative effect on employee well-being and job resources positively moderate the effect of job demands on employee well-being. It can be interpreted that the job resources variable weakens the negative effect of the job demands on the employee well-being variable.

Keywords: *Job Demands, Employee Well-being, Job Resources*