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# The Role of Work Design towards Employee Well-being and Employee Work Performance

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## **Abstract.**

Globalization has caused great distress concerning competitiveness among organizations that need higher employee participation to attain higher performance. It often leads to the organization's neglect of employees' well-being and impact as the organization's threat. Employee well-being and work performance often correlate with the company's work design. This study examined the role of work design towards employee well-being and employee work performance. Participants are employees of Bloomery Patisserie ( N = 79 ) who fulfill three questionnaires: Employee Well-being Scale, Individual Work Performance Scale, and Work Design Scale. Data was collected through an online survey platform. The finding shows a significant role of work design towards employee well-being and employee work performance.

**Keywords:** *Work Design, Employee Well-Being, Employee Work Performance*

## **Abstrak.**

Globalisasi menyebabkan tingginya kesulitan terkait persaingan ketat antar perusahaan yang membutuhkan partisipasi yang tinggi dari karyawan untuk mencapai kinerja yang lebih tinggi. Hal ini sering menyebabkan organisasi mengabaikan pentingnya kesejahteraan karyawan dan dampaknya sebagai ancaman pada organisasi tersebut. Kesejahteraan dan kinerja karyawan seringkali berkorelasi dengan desain kerja perusahaan. Penelitian ini menguji peran desain kerja terhadap kesejahteraan karyawan dan prestasi kerja karyawan. Partisipan penelitian ini adalah karyawan Bloomery Patisserie ( N = 79 ) yang mengisi tiga skala penelitian: Employee Well-being Scale, Individual Work Performance Scale, dan Work Design Scale. Data dikumpulkan melalui platform survei online. Temuan menunjukkan peran signifikan desain kerja terhadap kesejahteraan karyawan dan prestasi kerja karyawan.

**Keywords:** *Desain Kerja, Kesejahteraan Karyawan, Prestasi Kerja Karyawan*