Peran Resiliensi terhadap *Employee Well-Being* Perawat Rumah Sakit Jiwa

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Abstrak. Tingginya tuntutan pekerjaan di lingkungan rumah sakit jiwa menunjukkan pentingnya *employee well-being* bagi perawat. Salah satu faktor internal *well-being* secara keseluruhan adalah resiliensi. Penelitian mengenai *employee well-being* dan resiliensi pada perawat rumah sakit jiwa belum banyak ditemui. Penelitian ini bertujuan mengetahui peran resiliensi dalam memprediksi *employee well-being* perawat rumah sakit jiwa. Penelitian dengan pendekatan kuantitatif ini melibatkan 60 Perawat Rumah Sakit Jiwa X sebagai partisipan yang mengisi kuesioner digital *Employee Well-Being Scale* dan *Connor-Davidson Resilience Scale,* yang telah diadaptasi ke bahasa Indonesia. Hasil penelitian dengan analisis data regresi linear sederhana menunjukkan resiliensi berperan positif terhadap *employee well-being* (p=0,000; t=8,650). Resiliensi diketahui memberikan sumbangan efektif terhadap *employee well-being* perawat rumah sakit jiwa sebesar 56,3%. Dengan demikian, perawat dengan kualitas resiliensi yang tinggi akan memiliki *employee well-being* yang tinggi. Penelitian ini diharapkan dapat menjadi rujukan bagi perawat secara individu dan rumah sakit jiwa terkait maupun secara umum.

Kata kunci: *Resiliensi, Employee Well-Being, Perawat Rumah Sakit Jiwa*

Abstract. The high workload of psychiatric hospital nurses shows the importance of employee well-being for nurses. One of internal factors for overall well-being is resilience. However, there are few studies that focused on employee well-being and resilience among psychiatric hospital nurses. This study aimed to find out the role of resilience in predicting employee well-being among psychiatric hospital nurses. This study used a quantitative approach involving 60 psychiatric hospital nurses. Data collection was carried out digitally by distributing Employee Well-Being Scale and Connor-Davidson Resilience Scale questionnaires, which were adapted into bahasa Indonesia. The result using simple linear regression analysis showed that resilience has a significant positive role on employee well-being (p=0,000; t=8,650). The effective contribution of resilience on employee well-being is 56,3%. Therefore, nurses who have high resilience qualities will have high *employee well-being* qualities too. Hope this study can become an evaluation for individual nurses and psychiatric hospitals' where nurses work.

Keywords: *Resilience, Employee Well-Being, Psychiatric Hospital Nurse*