

GAMBARAN SUBJECTIVE WELL BEING PADA KARYAWAN KONTRAK PT X

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ABSTRAK

Subjective well being adalah persepsi karyawan kontrak terhadap pengalaman hidupnya yang terdiri dari evaluasi kognitif dan afektif terhadap hidup. Karyawan kontrak adalah individu yang diperbantukan untuk menyelesaikan pekerjaan-pekerjaan rutin perusahaan dan tidak ada jaminan masa kerja. Penelitian ini bertujuan untuk mengetahui *subjective well being* pada karyawan kontrak. Subjek dalam penelitian ini adalah para karyawan kontrak yang berada di PT.X KIIC Karawang. Jumlah subjek dalam penelitian ini adalah 105 dari total populasi 150 karyawan kontrak. Data penelitian diperoleh dengan menggunakan skala *subjective well being*. Dengan Reliabilitas skala *subjective well being* adalah 0,926. Data dalam penelitian ini dianalisis dengan melakukan kategorisasi terhadap subjek penelitian dan diperoleh hasil karyawan kontrak memiliki *subjective well being* yang rendah yaitu sebanyak 102 orang atau 97,1% artinya karyawan kontrak dengan *subjective well being* yang rendah akan merasakan sedikit kesenangan serta lebih sering merasakan emosi negatif seperti kemarahan, rasa cemas dan rasa bersalah

Kata kunci : *subjective well being*, karyawan, karyawan kontrak

DESCRIPTION OF SUBJECTIVE WELL BEING ON CONTRACT EMPLOYEES PT X

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ABSTRACT

Subjective well being is an employee's perception of his life experience which consists of cognitive and affective evaluation of life. Contract employees are individuals who are seconded to complete routine company jobs and there is no guarantee of tenure. This study aims to determine the subjective well being of contract employees. The subjects in this study were contract employees at PT. X KIIC Karawang. The number of subjects in this study was 105 of the total population of 150 contract employees. The research data was obtained by using the subjective well being scale. With the reliability of the subjective well being scale is 0.926. The data in this study were analyzed by categorizing the research subjects and the results obtained were that contract employees had low subjective well being, as many as 102 people or 97.1%, meaning that contract employees with low subjective well being would feel less pleasure and more often feel negative emotions. such as anger, anxiety and guilt

Keywords: subjective well being, employees, contract employees

