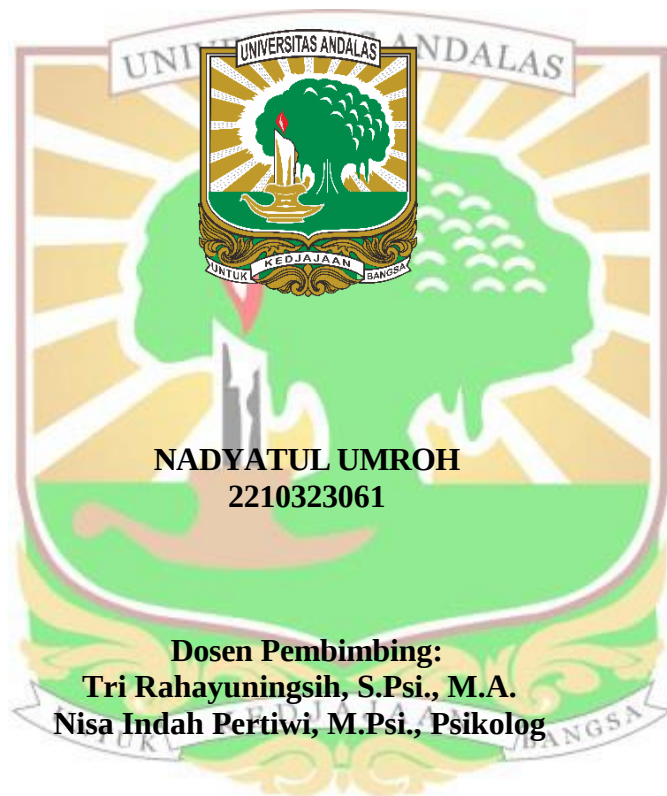


**PENGARUH *EMPLOYEE WELL-BEING* TERHADAP *INDIVIDUAL JOB PERFORMANCE* PADA KARYAWAN DI PT. X: Studi Pada Karyawan di Bidang Manufaktur**

**SKRIPSI**

**Diajukan Untuk Memenuhi Salah Satu Syarat Untuk Mendapatkan Gelar Sarjana Psikologi**



**NADYATUL UMROH  
2210323061**

**Dosen Pembimbing:  
Tri Rahayuningsih, S.Psi., M.A.  
Nisa Indah Pertiwi, M.Psi., Psikolog**

**PROGRAM STUDI PSIKOLOGI PROGRAM SARJANA  
FAKULTAS KEDOKTERAN  
UNIVERSITAS ANDALAS  
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**THE EFFECT OF EMPLOYEE WELL-BEING ON INDIVIDUAL JOB  
PERFORMANCE AMONG EMPLOYEES AT PT. X  
(A STUDY OF EMPLOYEES IN THE MANUFACTURING SECTOR)**

Nadyatul Umroh<sup>1</sup>, Tri Rahayuningsih<sup>2</sup>, Nisa Indah Pertiwi<sup>3</sup>, Lala Septiyani  
Sembiring<sup>4</sup>, Siska Oktari<sup>5</sup>, Dwi Puspasari<sup>6</sup>

<sup>1</sup>)Psychology Major, Faculty of Medicine, Andalas University

<sup>2, 3, 4, 5, 6</sup>)Department of Psychology, Faculty of Medicine, Andalas University  
[nadyatul.umrh@gmail.com](mailto:nadyatul.umrh@gmail.com)

**ABSTRACT**

Advances in digital technology and increasing demands for workplace productivity have made employee performance a key factor in organizational success. In the manufacturing sector, which is characterized by high operational targets and demanding work conditions, employee well-being is a critical aspect that requires attention, as it can influence employees' ability to maintain their individual job performance. This study aims to determine the effect of employee well-being on individual job performance among employees at PT. X, a company engaged in the production, supply, and maintenance of tires for the mining industry. This study employed a quantitative approach using a cluster random sampling technique to select 168 employees working in manufacturing division of PT. X. The instruments used were the Employee Well-Being Scale ( $\alpha = .948$ ) and the Individual Work Performance Questionnaire ( $\alpha = .900$ ). Based on the results of simple linear regression analysis, a p-value of 0.00 ( $p < 0.05$ ,  $R^2 = 0.112$ ) was obtained, leading to the conclusion that there is a significant influence of employee well-being on individual job performance among manufacturing employees at PT. X. The higher the level of employee well-being, the higher the level of individual job performance. Conversely, the lower the level of employee well-being, the lower of the level of individual job performance.

**Keywords:** employee well-being, individual job performance, manufacturing employees.

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Nadyatul Umroh<sup>1</sup>, Tri Rahayuningsih<sup>2</sup>, Nisa Indah Pertiwi<sup>3</sup>, Lala Septiyani  
Sembiring<sup>4</sup>, Siska Oktari<sup>5</sup>, Dwi Puspasari<sup>6</sup>

<sup>1)</sup>Mahasiswa Program Studi Psikologi, Fakultas Kedokteran, Universitas Andalas

<sup>2, 3, 4, 5, 6)</sup>Departemen Psikologi, Fakultas Kedokteran, Universitas Andalas

[nadyatul.umrh@gmail.com](mailto:nadyatul.umrh@gmail.com)

**ABSTRAK**

Perkembangan teknologi digital dan meningkatnya tuntutan produktivitas kerja menempatkan kinerja karyawan sebagai salah satu faktor penting bagi keberhasilan organisasi. Di Sektor industri manufaktur yang memiliki target operasional dan tuntutan kerja yang tinggi, kondisi *employee well-being* menjadi aspek yang perlu diperhatikan karena dapat memengaruhi kemampuan karyawan dalam mempertahankan *individual job performance*. Penelitian ini bertujuan untuk mengetahui pengaruh *employee well-being* terhadap *individual job performance* pada karyawan di PT. X, sebuah perusahaan yang bergerak di bidang produksi, penyediaan, dan pemeliharaan ban bagi industri pertambangan. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel *cluster random sampling* terhadap 168 karyawan bidang manufaktur di PT. X. Instrumen yang digunakan adalah *Employee Well-Being Scale* ( $\alpha = .948$ ) dan *Individual Work Performance Questionnaire* ( $\alpha = .900$ ). Berdasarkan hasil analisis regresi linear sederhana, diperoleh nilai ( $p = 0.00$  ( $p < 0.05$ ,  $R^2 = 0.112$ )) sehingga dapat disimpulkan bahwa terdapat pengaruh signifikan *employee well-being* terhadap *individual job performance* pada karyawan di bidang manufaktur di PT. X. Semakin kuat kesejahteraan yang dirasakan oleh karyawan, semakin tinggi pula kinerja yang mereka tunjukkan. Sebaliknya, semakin rendah kesejahteraan yang dirasakan oleh karyawan, semakin rendah pula kinerja yang ditunjukkan oleh karyawan.

**Kata Kunci:** *employee well-being, individual job performance, karyawan manufaktur.*