

ABSTRAK

Nama : Setiasih
Program Studi : Doktor
Judul : Pengaruh manfaat kerja, kepuasan kerja dan stres kerja terhadap *subjective wellbeing*

Penelitian ini mengkaji pengaruh manfaat kerja, kepuasan kerja dan stres kerja terhadap *subjective wellbeing*. Sampel penelitian ini adalah guru SMA di Surabaya, Sidoarjo dan Jember (N=605). Variabel penelitian diukur dengan *Satisfaction with Life Scale (SWLS)*, *Positive Affect and Negative Affect Schedule Scale (PANAS)*; *self report, Latent and Manifest Benefits (LAMB) Scale*, skala kepuasan kerja dan skala stres kerja, sedangkan data yang diperoleh dianalisis dengan *Structural Equation Modeling (SEM)*. Hasil penelitian menunjukkan manfaat kerja berpengaruh signifikan terhadap kepuasan kerja dan stres kerja. Kepuasan kerja berpengaruh signifikan terhadap *subjective wellbeing* (pada komponen kepuasan hidup). Stres kerja berpengaruh signifikan terhadap *subjective wellbeing* (pada komponen afek negatif) dan berpengaruh signifikan terhadap kepuasan kerja.

Kata kunci: Manfaat kerja, kepuasan kerja, stres kerja, *subjective wellbeing*

This study investigated the effects of the benefits of employment, job satisfaction and job stress toward subjective wellbeing in a sample of senior high school teacher in Surabaya, Sidoarjo and Jember (N=605). Data collected with Satisfaction with Life Scale (SWLS), Positive Affect and Negative Affect Schedule Scale (PANAS); self report, Latent and Manifest Benefits (LAMB) Scale, job satisfaction scale and job stress scale and analyzed with Structural Equation Modeling (SEM). Results indicated that the benefits of employment had a significant effect toward job satisfaction and job stress. Job satisfaction had a significant effect toward subjective wellbeing (life satisfaction). and job stress had a significant effect toward subjective wellbeing (negative affect)/ Job stress had a significant effect toward job satisfaction.

Keywords: The benefits of employment, job satisfaction, job stress, subjective wellbeing