

RINGKASAN

Penelitian ini merupakan penelitian survei pada pekerja di PT. Solusi Bangun Indonesia di Cilacap. Penelitian ini mengambil judul : “Pengaruh *Perceived High Performance Work System*, *Social climate* dan *Proactive Coping* terhadap *Employee Well Being* dimediasi oleh *Stress* studi empiris pada Perusahaan Manufaktur”

Tujuan penelitian ini adalah untuk mengetahui pengaruh variabel *high performance working system*, *social climate*, *proactive coping* terhadap *employee well being*.

Populasi dalam penelitian meliputi seluruh karyawan pabrik PT. Solusi Bangun Indonesia di Cilacap yang berkaitan langsung dengan operasional pabrik yang berjumlah 199 orang. Teknik pengambilan sampel menggunakan *purposive sampling*.

Berdasarkan hasil penelitian dan analisis data diperoleh hasil sebagai berikut: (1) *Perceived HPWS* berpengaruh negatif terhadap *works stress*, (2) *Social climate* tidak berpengaruh terhadap *work stress*, (3) *Proactive coping* berpengaruh negatif terhadap *work stress* (4) *Perceived HPWS* tidak berpengaruh signifikan terhadap *employee well-being*, (5) *Social climate* berpengaruh positif terhadap *employee well-being*, (6) *Proactive coping* berpengaruh positif terhadap *employee well-being*, (7) *Work stress* tidak berpengaruh terhadap *employee well-being*, (8) *Work stress* tidak memediasi hubungan antara *perceived HPWS* terhadap *employee well-being*, (9) *Work stress* tidak memediasi hubungan antara *social climate* terhadap *employee well-being*, (10) *Work stress* tidak memediasi hubungan antara *proactive coping* terhadap *employee well-being*.

Praktisi sumber daya manusia sebaiknya memperhatikan *social climate* dan *skill proactive coping* pekerjaannya di perusahaan. Salah satu caranya adalah dengan mendorong iklim kerja yang inovatif dan mengusahakan komunikasi yang baik di dalam perusahaan. Budaya inovasi dapat ditumbuhkan dengan kerja sama lintas fungsi dan dukungan penuh dari pengambil keputusan. Kerja sama lintas fungsi dapat difasilitasi oleh gugus kendali mutu yang membuat pekerja dari berbagai bagian, terlibat dalam mencari solusi untuk suatu masalah serta penyusunan inovasi agar masalah tersebut tidak terulang kembali.

Kata Kunci : *Employee well-being*, *Social climate*, *Proactive Coping*, *Work Stress*

SUMMARY

This research is a survey research on workers at PT. Solusi Bangun Indonesia in Cilacap. "The Influence of Perceived High Performance Work System, Social climate and Proactive Coping on Employee Well Being mediated by Stress empirical studies on Manufacturing Companies"

The purpose of this study was to determine the effect of the variable high performance working system, social climate, proactive coping on employee well being.

The population in this study included all employees of the PT. Solusi Bangun Indonesia in Cilacap, which is directly related to the factory operations, consist of 199 people. The sampling technique that used is purposive sampling.

Based on the results of research and data analysis, the following results were obtained: (1) Perceived HPWS has a negative effect on work stress, (2) Social climate has no effect on work stress, (3) Proactive coping has a negative effect on work stress (4) Perceived HPWS does not has a significant effect on employee well-being, (5) Social climate has a positive effect on employee well-being, (6) Proactive coping has a positive effect on employee well-being, (7) Work stress has no effect on employee well-being, (8)) Work stress does not mediate the relationship between perceived HPWS and employee well-being, (9) Work stress does not mediate the relationship between social climate and employee well-being, (10) Work stress does not mediate the relationship between proactive coping and employee well-being.

Human resource practitioners should pay attention to the social climate and workers' proactive coping skills in the company. One of the ways is by encouraging an innovative work climate and promoting good communication within the company. A culture of innovation can be fostered with cross-functional cooperation and full support from decision makers. Cross-functional cooperation can be facilitated by a quality control group that makes workers from various parts involved in finding solutions to a problem and arranging innovations so that the problem does not repeat again.

Keywords: Employee well-being, Social climate, Proactive Coping, Work Stress