

***The Influence of Positive Leadership and Job Demands Toward Employee Well-Being To
The Ministry of Human Development and Culture***

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ABSTRACT

This research aims to know whether there is an influence positive leadership and job demands toward employee well-being to the ministry of human development and culture. To conduct this research, quantitative approach was used. Purposive sampling was used for sampling method. Subject of this research were employees who work in the ministry of human development and culture which amounts to 185 respondents. To analyze the data, simple linear regression and multiple linear regression were used. Result showed that positive leadership could influence employee well-being by 17% with significance level < 0.05 as well as job demands which affects employee well-being by 16%. In addition, there is a significance and positive influence between Positive leadership dan Job demands to employee well-being by 23,4% with significance level $< 0,05$. The result of the research concluded that positive leadership and job demands had significance influence toward employee well-being

Kata kunci: *Positive Leadership, Job demands, employee Well-being, employee ministry of human development and culture*

MERCU BUANA

**Pengaruh *Positive Leadership* dan *Job demands* terhadap *Employee Well-being* pada
Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh *Positive Leadership* dan *Job demands* terhadap *Employee Well-being* pada Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan (PMK). Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif. Metode sampling yang digunakan adalah purposive sampling. Subjek dalam penelitian ini adalah pegawai yang bekerja di Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan yang berjumlah 185 responden. Analisis data menggunakan regresi linear sederhana dan regresi linear berganda. Hasil penelitian menunjukkan bahwa *positive leadership* dapat mempengaruhi *employee Well-being* sebesar 17% dengan taraf signifikansi < 0.05 dan *job demands* yang memberikan pengaruh sebesar 16% terhadap *employee Well-being*. Selain itu, *Positive leadership* dan *Job demands* mempunyai pengaruh terhadap *Employee well-being* sebesar 23,4% dengan taraf signifikansi $< 0,05$. Hasil penelitian menyimpulkan bahwa kepemimpinan positif (*positive leadership*) dan tuntutan pekerjaan (*job demands*) memiliki pengaruh yang signifikan terhadap kesejahteraan pegawai (*employee well-being*).

U N I V E R S I T A S

Kata kunci: Kepemimpinan positif (*Positive Leadership*), tuntutan pekerjaan (*Job demands*),
kesejahteraan pegawai (*employee well-being*), Pegawai Kementerian PMK