

**THE EFFECTS OF SUBJECTIVE WELL BEING AND ORGANIZATION
CLIMATE TOWARD EMPLOYEES PERFORMANCE
PT. XYZ**

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ABSTRACT

This study aims to investigate the effects of subjective well being and organization climate toward employees performance of PT. XYZ. In this study, data were collected using a survey of 316 employees of PT. XYZ, which are located in South Tangerang. They were instructed to provide answers regarding the statements on the subjective well being scale, the organizational climate questionnaire and employee performance data based on the KPI (key performance indicator). The results showed that subjective well being and organizational climate significantly affect employee performance.

Keyword : Subjective well being, Organization Climate, Employees Performance,
Key Performance indicator

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**PENGARUH SUBJECTIVE WELL BEING (KESEJAHTERAAN
SUBJEKTIF) DAN IKLIM ORGANISASI TERHADAP KINERJA
KARYAWAN PT. XYZ**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *subjective well being* (kesejahteraan subjektif) dan Iklim organisasi terhadap Kinerja karyawan PT. XYZ. Dalam penelitian ini, data dikumpulkan menggunakan metode survei dari 316 karyawan PT. XYZ yang berlokasi di Tangerang Selatan. Mereka diinstruksikan untuk memberikan jawaban terkait pernyataan-pernyataan pada skala *subjective well being*, kuesioner iklim organisasi dan data kinerja karyawan berdasarkan KPI (*key performance indicator*). Hasil penelitian menunjukkan bahwa *subjective well being* dan iklim organisasi secara signifikan mempengaruhi kinerja karyawan.

Kata Kunci: *Subjective well being*, , Iklim organisasi, Kinerja karyawan, *Key Performance indicator*

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