

**Peran *Core Self Evaluation* terhadap *Employee Well-Being* Pada Pekerja di Era *New Normal***

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**ABSTRAK**

*New normal* merupakan perubahan bagi seseorang untuk tetap melaksanakan kegiatan dan aktivitas normal di tengah pandemic *covid-19* dengan menerapkan beberapa protocol kesehatan yang di berikan oleh pemerintah agar bisa beraktivitas di luar rumah. Dengan adanya *covid-19* membuat para pekerja *work from home* dan *work from office*, salah satu pemicu yang membuat para pekerja meningkat stress, dengan makin banyaknya pekerjaan dan juga banyaknya isu *covid-19* tersebut. Kondisi ini bisa meningkatkan beban kerja seseorang. *Core self evaluation* bisa membantu para pekerja untuk memahami pekerjaan mereka dan bagaimana mereka berperilaku dalam pekerjaan tersebut. Karena pengaruh *core self evaluation* membuat *employee well-being* para pekerja di era *new normal* tinggi, maka kinerja karyawan juga turut meningkat. Subjek penelitian ini adalah para pekerja yang bekerja di era *new normal*. Hasil penelitian menunjukkan bahwa adanya pengaruh *core self evaluation* terhadap *employee well being*. Penelitian ini diharapkan dapat menjadi acuan bagi perusahaan dan pekerja mengenai pentingnya memahami dan menerapkan *core self evaluation* dan *employee well being* sehingga dapat meningkatkan kualitas kerja yang baik.

**Kata Kunci:** *Core Self Evaluation, Employee Well Being, New Normal, Pekerja.*

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**THE EFFECT OF CORE SELF EVALUATION ON EMPLOYEE WELL  
BEING IN WORKERS IN THE NEW NORMAL ERA**

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**ABSTRACT**

*New normal is a change for someone to continue carrying out normal activities and activities in the midst of the Covid-19 pandemic by implementing several health protocols provided by the government so that they can do activities outside the home. With the existence of Covid-19, it makes workers work from home and work from the office, one of the triggers that makes workers more stressed, with more and more work and also the many issues of Covid-19. This condition can increase a person's workload. Core self-evaluation can help workers to understand their job and how they behave in the job. Because the effect of core self-evaluation makes the employee well-being of workers in the new normal era high, employee performance also increases. The subjects of this research are workers who work in the new normal era. The results showed that there was an effect of core self evaluation on employee well being. This research is expected to be a reference for companies and workers regarding the importance of understanding and implementing core self-evaluation and employee well-being so as to improve the quality of good work.*

**Keyword:** *Core Self Evaluation, Employee Well Being, New Normal, Employees.*



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