

Hubungan antara persepsi dukungan sosial dan kesejahteraan subjektif pada pekerja migran Indonesia = The relationship between perceived social support and subjective well being in Indonesian migrant worker

Fitri Mardiyah, author

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Abstrak

Peluang mendapatkan pendapatan lebih tinggi mendorong pekerja untuk bermigrasi ke berbagai daerah di Indonesia. Namun, hal ini menimbulkan tantangan tersendiri bagi kesejahteraan subjektif pekerja migran seperti stres, kesepian, dan rendahnya modal sosial. Penelitian ini menguji hubungan antara persepsi dukungan sosial dan kesejahteraan subjektif pada 86 karyawan migran berusia 20-40 tahun di Indonesia. Data dikumpulkan melalui kuesioner dengan alat ukur The-PERMA-Profilier dan Social Provision Scale (SPS). Hasil penelitian menunjukkan adanya korelasi positif secara signifikan antara persepsi dukungan sosial dan kesejahteraan subjektif ($r=0.382$, $p<.01$, two-tailed) yang menunjukkan semakin tinggi pekerja memiliki persepsi dukungan sosial, maka semakin tinggi tingkat kesejahteraan subjektif yang dirasakannya. Dimensi persepsi dukungan sosial yang berhubungan erat dengan kesejahteraan subjektif adalah meyakinkan keberhargaan diri, disusul dengan dimensi integrasi sosial dan dimensi bimbingan. Oleh karena itu, perusahaan perlu merancang kebijakan yang mendukung apresiasi pekerja, lingkungan yang menciptakan integrasi sosial dan mentor bagi karyawan migran serta memberikan dukungan yang memadai untuk meningkatkan persepsi dukungan sosial dan kesejahteraan karyawan migran.

.....Opportunities for higher incomes encourage workers to migrate to various regions in Indonesia. However, this poses its own challenges to the subjective well-being of migrant workers such as stress, loneliness, and low social capital. This study examined the relationship between perceived social support and subjective well-being in 86 migrant employees aged 20-40 years in Indonesia. Data were collected through questionnaires with The-PERMA-Profilier and Social Provision Scale (SPS) measurement tools. The results showed a significant positive correlation between perceived social support and subjective well-being ($r=0.382$, $p<.01$, two-tailed), indicating that the higher the workers' perceived social support, the higher their subjective well-being. The dimension of perceived social support that is closely related to subjective well-being is self-esteem, followed by the social integration dimension and the guidance dimension. Therefore, companies need to design policies that support worker appreciation, environments that create social integration and mentors for migrant employees and provide adequate support to improve the perceived social support and well-being of migrant employees.