

## ABSTRAK

### **PENGARUH KEPUASAN KERJA DAN *MEANINGFUL WORK* TERHADAP *GENERAL WELL-BEING* DENGAN *BURNOUT* DAN KETERLIBATAN KERJA SEBAGAI VARIABEL MEDIASI (Studi Kasus Pada Pegawai BPJS Kesehatan Provinsi Sumatera Barat)**

*General well being (happiness)* adalah kondisi psikologis yang penting bagi pegawai BPJS Kesehatan dalam memaksimalkan pelayanan masyarakat khususnya di bidang kesehatan. Hal ini berkaitan dengan peningkatan keterlibatan kerja dan penurunan burnout. Berdasarkan konsep kesejahteraan psikologis baik kepuasan kerja maupun pemahaman terhadap *meaningful work* merupakan prediktor bagi *general well-being*. 100 kuesioner penelitian disebarkan pada pegawai BPJS Kesehatan dan didapatkan 80 kuesioner untuk digunakan dalam penelitian. Hasil penelitian menemukan bahwa baik kepuasan kerja dan *meaningful work* tidak berpengaruh terhadap *general well-being* pada pegawai BPJS Kesehatan. Tetapi kepuasan kerja dan *meaningful work* terbukti berpengaruh terhadap peningkatan keterlibatan kerja dan penurunan *burnout*. Untuk peran mediasi, *burnout* tidak lagi berpengaruh terhadap *general well-being* pada pegawai BPJS Kesehatan.

**Kata Kunci** : *Burnout, General Well-being, Kepuasan Kerja, Keterlibatan Kerja, Meaningful Work, dan Psychological Well-being*

## **ABSTRACT**

### **THE MEDIATION ROLE OF BURNOUT AND WORK ENGAGEMENT ON THE RELATIONSHIP BETWEEN JOB SATISFACTION, MEANINGFUL WORK AND GENERAL WELL-BEING (Case Study on BPJS Kesehatan employees in West Sumatra Province)**

General well being (happiness) is an important psychological condition for BPJS Kesehatan employees in maximizing community services, especially in the health sector. This is related to an increased work engagement and a decreased burnout. Based on the concept of psychological well-being both job satisfaction and understanding of meaningful work are predictors of general well-being. 100 research questionnaires were distributed to BPJS Kesehatan employees and 80 questionnaires were obtained for use in the study. The results found that both job satisfaction and meaningful work did not affect general well-being of BPJS Kesehatan employees. But job satisfaction and meaningful work proved to have an effect on increasing work engagement and decreasing burnout. For the mediating role, burnout no longer affects the general well-being of BPJS Kesehatan employees.

**Keywords** : Burnout, General Well-being, Job Satisfaction, Meaningful Work, Psychological Well-being and Work Engagement