

ABSTRACT

This study aims to examine the relationships between the physical and social work environment, organizational characteristics of the job, and employees' well-being at Samudra Supermarket in Madiun City. The study is motivated by the important role of employee well-being in supporting work performance, participation, and organizational achievement. Several conditions, including changes in absenteeism rates, the occurrence of workplace incidents, and the need to strengthen employee competencies, indicate that employees' well-being requires greater attention.

A quantitative approach is employed using a survey research design. All employees of Samudra Supermarket in Madiun City are designated as the study population. Data are collected through questionnaires using a four-point Likert scale. The collected data are analyzed using multiple linear regression with the assistance of IBM SPSS software to assess the individual and simultaneous effects of each predictor on employees' well-being.

The expected findings indicate that the physical and social work environment, organizational characteristics of the job, and employees' perceptions of their work may contribute positively to employee well-being. Employee well-being is expected to improve when the physical work environment and social interactions are supportive, job design is adequate, and employees maintain positive perceptions of their work. The findings of this study are expected to provide practical insights for the management of Samudra Supermarket in Madiun City in developing policies that address working conditions, strengthen organizational support, and expand career development opportunities to sustain employee well-being in the long term.

Keywords: Physical and Social Work Environment, Organizational Characteristics of the Job, Perspectives on the Job, Employees' Well-Being.

ABSTRAK

Studi ini diarahkan untuk menguji keterkaitan *physical and social work environment, organizational characteristics of the job*, serta *perspectives on the job* dengan *employees' well-being* pada tenaga kerja Samudra Supermarket Kota Madiun. Pelaksanaan studi didasari oleh besarnya arti kesejahteraan tenaga kerja dalam menunjang daya hasil, partisipasi dalam pekerjaan, dan pencapaian organisasi. Sejumlah kondisi yang dijumpai, antara lain perubahan persentase ketidakhadiran, munculnya insiden ketika bekerja, serta kebutuhan memperkuat kegiatan peningkatan kompetensi sumber daya manusia, memperlihatkan bahwa *employees' well-being* perlu memperoleh perhatian lebih serius.

Pendekatan numerik diterapkan melalui rancangan survei. Seluruh tenaga kerja Samudra Supermarket Kota Madiun ditetapkan sebagai populasi. Informasi diperoleh dengan mendistribusikan instrumen pertanyaan menggunakan empat tingkat respons pada skala *Likert*. Selanjutnya, informasi diolah memakai regresi linear berganda dengan dukungan aplikasi *IBM SPSS* untuk menilai kontribusi setiap prediktor secara terpisah maupun keseluruhannya terhadap *employees' well-being*.

Temuan yang diharapkan memperlihatkan bahwa lingkungan pekerjaan secara fisik dan sosial, karakteristik pekerjaan yang dirancang organisasi, serta cara tenaga kerja memandang prospek pekerjaannya mampu memberikan dampak positif dan bermakna terhadap kesejahteraan mereka. Kesejahteraan diperkirakan semakin meningkat ketika ruang kerja fisik maupun interaksi sosial dinilai semakin mendukung, desain pekerjaan semakin memadai, dan penilaian terhadap pekerjaan semakin optimistis. Hasil studi diharapkan dapat dimanfaatkan oleh pengelola Samudra Supermarket Kota Madiun dalam menyusun kebijakan yang menitikberatkan pada pembenahan situasi kerja, penguatan bantuan organisasional, dan perluasan kesempatan karier agar kesejahteraan tenaga kerja terpelihara dalam jangka panjang.

Kata kunci: *Physical and Social Work Environment, Organizational Characteristics of the Job, Perspectives on the Job, Employees' Well-Being.*