

ABSTRAK

Penelitian ini bertujuan untuk menganalisis penerapan *Job Demands–Resources* Model (JD-R) pada karyawan kontrak di Kota Madiun. Model JD-R menekankan pentingnya keseimbangan antara tuntutan pekerjaan (*Job Demands*) dan sumber daya pekerjaan (*Job Resources*) dalam memengaruhi kesejahteraan dan kinerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *Partial Least Square Structural Equation Modeling* (PLS-SEM) untuk menguji hubungan antar variabel, yaitu *Job Demands*, *Job Resources*, *Strain*, Motivasi, dan *Organizational Outcomes*. Sampel penelitian terdiri dari 250 karyawan kontrak yang tersebar di berbagai instansi di Kota Madiun. Data dikumpulkan melalui kuesioner daring dan luring, lalu dianalisis menggunakan perangkat lunak WarpPLS. Hasil penelitian menunjukkan bahwa *Job Demands* berpengaruh signifikan terhadap *Strain*, sedangkan *Job Resources* berpengaruh signifikan terhadap Motivasi. *Strain* dan Motivasi berpengaruh terhadap *Organizational Outcomes*, dengan Motivasi sebagai prediktor dominan. Uji mediasi menunjukkan bahwa Motivasi memediasi kuat hubungan antara *Job Resources* dan *Organizational Outcomes*, sedangkan *Strain* memediasi lemah hubungan antara *Job Demands* dan *Organizational Outcomes*. Selain itu, *Job Resources* dapat memoderasi hubungan antara *Job Demands* dan *Strain*. Temuan ini mengonfirmasi validitas model JD-R dalam konteks karyawan kontrak, sekaligus menekankan pentingnya peran sumber daya pekerjaan dalam menjaga kesejahteraan dan produktivitas tenaga kerja non-permanen

Kata Kunci: *Job Demands*, *Job Resources*, *Strain*, Motivasi, *Organizational Outcomes*, Karyawan Kontrak, JD-R Model

ABSTRACT

This study aims to analyze the application of the Job Demands-Resources Model (JD-R) to contract employees in Madiun City. The JD-R model emphasizes the importance of a balance between job demands and job resources in influencing employee well-being and performance. This study used a quantitative approach using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method to examine the relationships between variables: Job Demands, Job Resources, Strain, Motivation, and Organizational Outcomes. The study sample consisted of 250 contract employees across various agencies in Madiun City. Data were collected through online and offline questionnaires and analyzed using WarpPLS software. The results show that Job Demands significantly influenced Strain, while Job Resources significantly influenced Motivation. Strain and Motivation influenced Organizational Outcomes, with Motivation as the dominant predictor. Mediation tests indicate that motivation strongly mediates the relationship between job resources and organizational outcomes, while strain weakly mediates the relationship between job demands and organizational outcomes. Furthermore, job resources moderate the relationship between job demands and strain. These findings confirm the validity of the JD-R model in the context of contract employees and emphasize the important role of job resources in maintaining the well-being and productivity of non-permanent workers.

Keywords: *Job Demands, Job Resources, Strain, Motivation, Organizational Outcomes, Contract Employees, JD-R Model.*