

## Abstrak

Karyawan disabilitas masih terhitung sedikit dipekerjakan di perusahaan. Ketika karyawan disabilitas harus bekerja beriringan dengan karyawan normal tentunya akan ada sedikit perlakuan berbeda dari rekan kerja normalnya. Hal itu akan berakibat pada keadaan psikis khususnya pada kesehatan mental dan kenyamanan karyawan disabilitas ketika di tempat kerja, baik dalam faktor internal maupun eksternal. Penelitian dilakukan di PT Changsin Reksa Jaya Garut dengan subjek 70 orang karyawan disabilitas dengan laki-laki sebanyak 30 orang dan perempuan 40 orang. Peneliti menggunakan alat ukur *workplace well being* yang mengadaptasi dari Kurniadewi (2016) dengan menggunakan konstruk Page (2005) dan *mental health* mengadaptasi alat ukur dari Primasi dan Hidayat (2016) dengan menggunakan konstruk dari Goldbergh (1972). Data dianalisis dengan menggunakan analisis regresi sederhana. Hasil penelitian menunjukkan bahwa adanya pengaruh *workplace well being* terhadap *mental health*. Terlihat dari nilai signifikansi sebesar 0.000 lebih kecil dari 0.005.

Keywords : *workplace well being*, *mental health*, karyawan disabilitas

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## **Abstract**

*Disability employees are still relatively few employed in the company. When disability employees have to work in tandem with normal employees, of course there will be a little different treatment from their normal coworkers. It will have an impact on psychological conditions especially on mental health and workplace well-being disability employee, both in internal and external factors. This study examined the effect of workplace well-being on mental health. The study was conducted at PT Changsin Reksa Jaya Garut with a subject of 70 disability employees with 30 men and 40 women. The researcher used a workplace well-being measure that adapted from Kurniadewi (2016) using Page constructs (2005) and mental health adapted measuring instruments from Primasi and Hidayat (2016) using constructs from Goldbergh (1972). Data were analyzed using simple regression analysis. The results showed that there was an effect of workplace well-being on mental health. It can be seen from the significance value of 0,000 less than 0.005.*

*Keywords: workplace well-being, mental health, disabled employees*

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