

**HUBUNGAN ANTARA *WORKFORCE AGILITY* DAN STRES KERJA  
PADA KARYAWAN GENERASI Z DI JABODETABEK**

**SKRIPSI**

*Disusun untuk memperoleh gelar Sarjana Psikologi di Program Studi Psikologi  
Fakultas Ilmu Pendidikan Universitas Pendidikan Indonesia*



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**UNIVERSITAS PENDIDIKAN INDONESIA**

**2024**

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Skripsi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar Sarjana  
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*Bismillaahirrohmaanirrohiim,*

Segala puji bagi Allah SWT yang Maha Pengasih lagi Maha Penyayang, karena atas berkah serta hidayahnya penulis dapat menyelesaikan penelitian skripsi yang berjudul “Hubungan Antara *Workforce Agility* dan Stres Kerja Karyawan Generasi Z di Jabodetabek” sebagai salah satu syarat memperoleh gelar Sarjana Psikologi di Program Studi Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia.

Dalam penulisan skripsi ini peneliti menyadari masih terdapat banyak kekurangan dan kelemahan dikarenakan berbagai keterbatasan. Oleh karena itu, peneliti mengharapkan kritik serta saran yang membangun dari pembaca, agar peneliti tidak mengulangi kesalahan yang sama pada penelitian selanjutnya, serta dapat mengembangkan diri lebih baik lagi. Peneliti mengucapkan terima kasih kepada seluruh pihak yang terlibat dalam penelitian skripsi ini. Peneliti berharap hasil penelitian skripsi ini dapat bermanfaat bagi pembaca dan orang sekitarnya.

*Allahumma Baarik Lanaa, Aamiin.*

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## UCAPAN TERIMA KASIH

*Bismillaahirrohmaanirrohiim,*

Segala puji bagi Allah SWT yang Maha Pengasih lagi Maha Penyayang, shalawat serta salam semoga senantiasa tercurahkan kepada Nabi Muhammad SAW, keluarganya, sahabatnya, serta kepada umatnya semoga kita semua mendapatkan syafa'atnya pada hari akhir nanti. Aamiin.

Penelitian skripsi ini tentunya tidak terlepas dari bantuan berbagai pihak. Pada kesempatan ini peneliti ingin mengucapkan terima kasih banyak kepada:

kepada:

1. Ibu Dr. Sri Maslihah, M.Psi., Psikolog selaku Ketua Program Studi Psikologi yang telah membimbing peneliti selama menjadi mahasiswa di Program Studi Psikologi FIP UPI.
2. Ibu Rinanda Rizky Amalia Shaleha, S.Psi., M.A. dan Kang Farhan Zakariyya, S.Psi., M.Psi., Psikolog selaku Dosen Wali yang selalu memberikan bimbingan serta arahan kepada peneliti selama menjadi mahasiswa sehingga peneliti mampu sampai ke titik ini.
3. Ibu Diah Z. Wyandini, S.Psi., M.Si. dan Ibu Ita Juwitaningrum, S.Psi., M.Pd. selaku Dosen Pembimbing yang dengan penuh kesabaran memberikan dorongan, arahan, serta masukan selama peneliti menyusun skripsi ini.
4. Bapak/Ibu Dosen Program Studi Psikologi yang telah memberikan ilmu dan pengalaman yang bermanfaat selama peneliti menempuh pendidikan di Program Studi Psikologi UPI.
5. Mia Artini, S.Pd., Ali Rosid, A.Ma. Pust., dan Kang Agung, selaku Staf Program Studi Psikologi yang telah banyak membantu peneliti dalam pengadministrasian terkait keperluan peneliti dari awal hingga akhir perkuliahan.
6. Kedua orang tua, Bapak Alm. Carkenda dan Ibu Parida yang telah mendoakan serta memberikan dukungan secara lahir dan batin, dan telah memberi kasih sayang yang tidak terhingga jumlahnya sehingga peneliti dapat menyelesaikan penelitian skripsi ini.

7. Keluarga peneliti, kakak, saudara, serta keponakan peneliti yang telah memberikan banyak do'a, bantuan, dukungan, serta menjadi motivasi peneliti dalam proses penelitian skripsi ini.
8. Keluarga Mahasiswa Psikologi UPI, secara khusus teman-teman Psychopi'20 yang telah bertumbuh kembang bersama peneliti. Terima kasih telah menjadi keluarga, memberikan banyak kenangan, dan pengalaman selama empat tahun bersama di bangku perkuliahan ini.
9. Seluruh responden karyawan generasi Z di Jabodetabek yang telah bersedia menjadi responden dalam penelitian ini.

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## ABSTRAK

**Labdu La'ali (2004793).** Hubungan Antara *Workforce Agility* dan Stres Kerja Karyawan Generasi Z di Jabodetabek. Program Studi Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia. Bandung. (2024).

Bonus demografi Indonesia dihadapkan dengan permasalahan stres pada generasi Z, potensi mengalami tingkat stres kerja lebih besar di Kota Jakarta dan sekitarnya. Penelitian ini bertujuan untuk mencari tahu hubungan *workforce agility* dan stres kerja karyawan generasi Z di Jabodetabek. Penelitian ini merupakan penelitian kuantitatif dengan jumlah 423 responden karyawan generasi Z di Jabodetabek. Kemampuan *workforce agility* diukur menggunakan *workforce agility questionnaire* (Alavi, 2016) dengan reliabilitas 0,949, dan tingkat stress kerja diukur menggunakan *The Work-Related Scale* (Cousins, et al., 2004) dengan reliabilitas .963. Hasil penelitian ini menemukan adanya hubungan negatif antara *workforce agility* dan stress kerja karyawan generasi Z di Jabodetabek. Selain itu dalam penelitian ini ditemukan kemampuan *workforce agility* responden laki-laki lebih tinggi dibandingkan responden perempuan, kemudian tingkat stress kerja yang dialami perempuan lebih tinggi dibandingkan responden laki-laki, dan tingkat stress kerja tertinggi ditemukan di Kota Tangerang.

**Kata Kunci:** *Workforce agility*, stres kerja, generasi Z, karyawan



## ABSTRACT

**Labdu La'ali (2004793).** *The Relationship Between Workforce Agility and Work-Related Stress Among Generation Z Employees in Jabodetabek.* Department of Psychology, Faculty of Educational Sciences, University of Education Indonesia. Bandung. (2024).

*The Indonesian demographic bonus faces the issue of stress among generation Z, with a higher potential for work-related stress in Jakarta and its surrounding areas. This study aims to investigate the relationship between workforce agility and work-related stress among Generation Z employees in the Jabodetabek area. This quantitative research involved 423 respondents who are Generation Z employees in Jabodetabek. Workforce agility was measured using the Workforce Agility Questionnaire (Alavi, 2016) with a reliability of 0.949, and work-related stress was measured using The Work-Related Scale (Cousins et al., 2004) with a reliability of 0.963. The results of this study found a negative relationship between workforce agility and work-related stress among Generation Z employees in Jabodetabek. Additionally, the study discovered that male respondents had higher workforce agility compared to female respondents, while the level of work-related stress experienced by females was higher than that of males, with the highest stress levels found in Tangerang.*

**Keywords:** *Workforce agility, work-related stress, generation Z, employee*

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