

ABSTRAK

Industri pertambangan emas terbuka di Indonesia menghadapi tantangan produktivitas akibat tingginya tingkat *Absenteeism* karyawan, yang dipicu oleh kondisi kerja ekstrem seperti shift rotasi panjang dan risiko keselamatan tinggi di lokasi tambang. Penelitian ini menganalisis pengaruh beban kerja, stres kerja, dan *work life balance* terhadap *Absenteeism* karyawan PT Bumi Suksesindo dengan kelelahan kerja sebagai variabel mediasi. Menggunakan pendekatan kuantitatif dengan analisis jalur (*path analysis*) pada 311 responden karyawan operasional tambang, data dikumpulkan melalui kuesioner dan dianalisis menggunakan SmartPLS. Hasil menunjukkan beban kerja dan stres kerja berpengaruh positif signifikan terhadap kelelahan kerja dan *Absenteeism*, sementara *work life balance* berpengaruh negatif. Kelelahan kerja terbukti memediasi secara parsial ketiga hubungan tersebut, dengan jalur terkuat melalui indikator fisik dan emosional di lingkungan shift tambang. Implikasi penelitian ini merekomendasikan intervensi terintegrasi berbasis data: rotasi tugas dan ergonomisasi untuk beban kerja, pelatihan resolusi konflik serta dukungan psikososial untuk stres kerja, serta fleksibilitas shift dan program keluarga untuk *work life balance*, guna memutus rantai mediasi kelelahan menuju *Absenteeism* serta meningkatkan produktivitas operasional BSI secara berkelanjutan.

Kata kunci: beban kerja, stres kerja, *work life balance*, kelelahan kerja, *Absenteeism*

ABSTRAK

Indonesia's open-pit gold mining industry faces productivity challenges due to high levels of employee Absenteeism, triggered by extreme working conditions such as long rotational shifts and high safety risks at mine sites. This study analyzes the effect of workload, work stress, and work-life balance on the Absenteeism of PT Bumi Suksesindo employees with work fatigue as a mediating variable. Using a quantitative approach with path analysis on 311 respondents of mine operational employees, data was collected through a questionnaire and analyzed using SmartPLS. The results showed that workload and work stress had a significant positive effect on work fatigue and Absenteeism, while work life balance had a negative effect. Work burnout was shown to partially mediate all three relationships, with the strongest pathways through physical and emotional indicators in mine shift environments. The implications of this study recommend integrated data-driven interventions: task rotation and ergonomization for workloads, conflict resolution training and psychosocial support for work stress, as well as shift flexibility and family programs for work-life balance, in order to break the mediation chain of fatigue towards Absenteeism and improve BSI's operational productivity in a sustainable manner.

Kata kunci: beban kerja, stres kerja, work life balance, kelelahan kerja, Absenteeism

