

**PENGARUH *JOB DEMAND* TERHADAP *PRESENTEEISM* PADA DOSEN
DI PERGURUAN TINGGI DENGAN *HEALTH LOCUS OF CONTROL*
SEBAGAI VARIABEL MODERATOR**

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INTISARI

Perilaku bekerja saat sakit (*presenteeism*) kian meningkat secara global, dengan sektor pendidikan dan kesehatan mencatat prevalensi tertinggi akibat tuntutan layanan yang menuntut kontinuitas. Pada dosen di Indonesia, di mana tingginya beban kerja dosen mendorong mereka tetap bekerja meski kondisi kesehatan menurun, yang berdampak pada penurunan produktivitas. Penelitian ini bertujuan menguji pengaruh *job demands* terhadap *presenteeism* pada dosen di perguruan tinggi, dengan *health locus of control* yang terdiri atas dimensi *internal*, *powerful others*, dan *chance*. Subjek penelitian berjumlah 385 dosen aktif terdaftar PDDIKTI yang pernah atau sedang mengalami gangguan kesehatan akut, episodik, maupun kronis dalam satu bulan terakhir, dipilih melalui teknik *incidental sampling*. Data dikumpulkan menggunakan skala *job demands* (12 item; $\alpha=0.852$), skala *Multidimensional Health locus of control: internal* (6 item; $\alpha=0.507$), *powerful others* (6 item; $\alpha=0.413$), *chance* (6 item; $\alpha=0.772$), dan skala *presenteeism* (6 item; $\alpha=0.899$). Analisis data menggunakan *Moderated Regression Analysis* (MRA). Hasil penelitian menunjukkan bahwa *internal HLOC* (0.101 ; $p > 0.05$), *powerful others HLOC* (0.386 ; $p > 0.05$), *chance HLOC* (0.273 ; $p > 0.05$) tidak memoderasi hubungan antara *job demands* terhadap *presenteeism*. Artinya masing-masing dimensi *health locus of control* tidak memperlemah ataupun memperkuat pengaruh *job demands* terhadap *presenteeism*. Secara langsung, *job demands* (0.001 ; $p < 0.05$) *internal HLOC* (< 0.001 ; $p < 0.05$), *powerful others* (< 0.001 ; $p < 0.05$), *chance* (< 0.001 ; $p < 0.05$), berpengaruh positif signifikan terhadap *presenteeism*. Institusi disarankan meninjau kebijakan beban kerja dan cuti sakit. Dosen perlu mengembangkan kemampuan dalam mengatur prioritas, menetapkan batasan pekerjaan, serta memanfaatkan hak istirahat atau cuti sakit ketika diperlukan.

Kata kunci: *Health locus of control, Job demand, Presenteeism*

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**THE EFFECT OF JOB DEMANDS ON PRESENTEEISM AMONG
UNIVERSITY LECTURERS: HEALTH LOCUS OF CONTROL AS A
MODERATING VARIABLE**

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ABSTRACT

Working while ill (presenteeism) has become increasingly prevalent worldwide, with the education and healthcare sectors reporting the highest prevalence due to the continuous demands of service delivery. Among lecturers in Indonesia, high job demands encourage them to continue working despite declining health conditions, resulting in reduced productivity. This study aimed to examine the effect of job demands on presenteeism among higher education lecturers, with health locus of control consisting of the internal, powerful others, and chance dimensions. The participants were 385 active lecturers registered in the Higher Education Database (PDDIKTI) who had experienced or were currently experiencing acute, episodic, or chronic health problems within the past month. Participants were selected using incidental sampling. Data were collected using the Job demands Scale (12 items; $\alpha=0.852$), the Multidimensional Health locus of control Scale: Internal (6 items; $\alpha=0.507$), Powerful others (6 items; $\alpha=0.413$), Chance (6 items; $\alpha=0.772$), and the Presenteeism Scale (6 items; $\alpha=0.899$). The data were analyzed using Moderated Regression Analysis (MRA). The results showed that internal HLOC (0.101; $p > 0.05$), powerful others HLOC (0.386; $p > 0.05$), and chance HLOC (0.273; $p > 0.05$) did not moderate the relationship between job demands and presenteeism. This indicates that each dimension of health locus of control neither weakened nor strengthened the effect of job demands on presenteeism. Directly, job demands (0.001; $p < 0.05$), internal HLOC (< 0.001 ; $p < 0.05$), powerful others HLOC (< 0.001 ; $p < 0.05$), and chance HLOC (< 0.001 ; $p < 0.05$) had significant positive effects on presenteeism. Higher education institutions are recommended to review workload and sick leave policies. Lecturers are encouraged to develop the ability to prioritize tasks, establish work boundaries, and make appropriate use of rest periods or sick leave when necessary.

Keywords: Health locus of control, Job demand, Presenteeism

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