Does Work Stress Influence the Psychological Well-Being of Outsourcing Employees in Jabodetabek?

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Abstract

This study investigates the influence of work stress on the psychological well-being of outsourced employees in the Jabodetabek region, Indonesia. The research background demonstrates that regulatory expansions permitting outsourcing in core business functions have intensified employment precarity and occupational stress among outsourced workers. This descriptive quantitative research examined 122 outsourced employees through validated questionnaires measuring work stress (19 items) and psychological well-being (26 items). Data were collected via online and face-to-face questionnaire administration, with simple linear regression analysis conducted using IBM SPSS Statistics version 25 software following classical assumption testing. The validity tests confirmed all 45 measurement items as valid (r-values ranging 0.581 to 0.934), while reliability testing achieved exceptional Cronbach's Alpha coefficients for work stress (0.963) and psychological well-being (0.985), both exceeding the 0.70 threshold. Results from simple linear regression analysis revealed that work stress exerts a statistically significant negative influence on psychological well-being (t-value = 11.396; p = 0.000; beta = 0.721). The regression equation Y = 152.316 + 1.265X demonstrates that each unit increase in work stress corresponds to a 1.265-point decrease in psychological well-being. The coefficient of determination (R² = 0.520) indicates that work stress accounts for 52% of the variation in psychological well-being outcomes. Findings confirm that work stress systematically and significantly diminishes psychological well-being among outsourced employees, necessitating comprehensive organizational interventions including stress management programs, flexible work arrangements, and enhanced occupational health support specifically designed for precarious workers.

INTRODUCTION

Research Phenomenon

The practice of outsourcing labor has existed since the 1990s; however, it became a widespread organizational strategy only following its official regulation in Indonesia through Law No. 13 of 2003 concerning Manpower during the presidency of Megawati Soekarnoputri. Initially, this regulatory framework imposed strict limitations, restricting outsourcing applications to support functions such as cleaning services, catering, security, support services in mining and oil sectors, and worker transportation services (Aeni & Kuswanto, 2021). The dynamics of contemporary business environments necessitated regulatory modernization, culminating in Law No. 6 concerning Job Creation in 2023, which expanded outsourcing opportunities to encompass core business positions, including key production staff, vital machine operators, information technology system technicians, and other critical business functions such as directors' secretaries

and administrative officers managing sensitive data. Consequently, the probability of outsourced workers transitioning to permanent or contract positions has substantially decreased, creating persistent employment precarity (Agnel Jude & Vinayagam, 2024).

Outsourced workers experience significant inequality manifested in multiple dimensions of employment conditions. According to recent research, outsourced workers frequently receive compensation below the regional minimum wage, with additional financial burdens arising from wage deductions by service providers and contract management entities, severely constraining workers' capacity to meet basic living necessities. The employment relationship structure for outsourced employees demonstrates substantial disadvantage when fixed-term employment agreements (PKWT) are utilized, as these arrangements lack permanent status, generate substantially lower incomes compared to contract or permanent employees, provide limited social security coverage, and offer virtually no opportunity for professional development or career advancement (Agussalim et al., 2023).

Research Problem

Creating a psychologically supportive, stress-minimized, and joyful work environment fundamentally fosters psychological well-being and happiness among employees, contributing to organizational effectiveness and individual flourishing. Psychological well-being constitutes a condition wherein individuals successfully liberate themselves from burdensome pressures and mental challenges, characterized by personal independence in decision-making and a consistently positive self-perception. When organizations prioritize mental well-being and emotional equilibrium of their workforce, organizational benefits multiply extensively, implying that not only do employees benefit, but the organization itself reaps substantial gains through enhanced productivity and performance. When employees experience deep satisfaction and enthusiasm in executing their duties and obligations, productivity naturally increases dramatically, becoming a driving force for significant organizational progress and competitive advantage. Creating a supportive and secure work environment, particularly for outsourced workers, represents a critical strategy for reducing work stress and improving psychological well-being, which ultimately amplifies company productivity and sustainability (Diamantidis & Chatzoglou, 2019).

Outsourced employees encounter specific limitations regarding access to internal training, career development opportunities, and job security due to fixed-term contracts; additionally, benefit disparities compared with permanent employees significantly impede their professional growth and psychological functioning. These employees systematically experience higher workloads and elevated stress levels compared with permanent employees. Work pressure constitutes a state of tension emerging from interactions between individuals and their work environment, creating physical and psychological imbalance that subsequently affects an employee's cognitive processes, emotional functioning, and general well-being. According to recent empirical investigation, work pressure demonstrates a significant negative impact on psychological well-being. These findings align with previous research documenting that work pressure significantly and negatively impacts psychological well-being, indicating that when employees experience reduced work pressure, their mental state substantially improves (Ekhsan & Setiawan, 2021).

Prior research substantiates that the intersection of outsourcing practices and psychological challenges represents a salient organizational and individual concern. Research has demonstrated that work stress systematically and negatively impacts individual productivity and psychological well-being in workplace contexts; this negative impact amplifies considerably among

outsourced employees due to compounded job insecurity. This relationship is evidenced in investigations consistently demonstrating that high levels of job insecurity among outsourced employees correlate with reduced psychological well-being, indicating that increased employment precarity inversely predicts mental well-being outcomes. Contract and outsourcing employment relationships demonstrate a statistically significant negative impact on psychological well-being of outsourced workers, such that greater employment insecurity corresponds with lower perceived mental well-being levels (Bagus Nugraha et al., 2021).

Research Objectives, Urgency, and Novelty

This investigation examines whether work stress exerts a significant negative influence on the psychological well-being of outsourced employees in the Jabodetabek region, where outsourcing utilization has expanded substantially, particularly in manufacturing and service sectors. The urgency of this research emerges from the escalating use of outsourced labor combined with systemic disadvantages inherent to precarious employment arrangements, which collectively create elevated work stress and potentially severe psychological consequences. Heavy workloads, stringent performance targets, and inadequate compensation systematically impact work stress levels and psychological well-being among outsourced workers, necessitating empirical investigation to inform organizational interventions and policy development. The novelty of this research contribution resides in its specific focus on quantifying the work stress-psychological well-being relationship among outsourced employees in the Indonesian context, utilizing robust statistical methodology with validated instrumentation, thereby providing empirical evidence that can inform human resource management practices and occupational health interventions tailored specifically to precarious workers' unique circumstances.

METHODS

Research Type and Design

This investigation employs a descriptive quantitative research approach to examine the causal relationship between work stress as an independent variable and psychological well-being as a dependent variable among outsourced employees. The quantitative research method is fundamentally grounded in the positivist philosophical paradigm, which prioritizes objective measurement, numerical data analysis, and empirical testing of predetermined hypotheses through statistical procedures. According to (Sugiyono, 2019), quantitative research methodology involves systematically collecting numerical data through structured instruments, subsequently subjecting this data to rigorous statistical analysis to elucidate relationships between variables and test theoretically derived hypotheses. This descriptive quantitative approach specifically aims to measure the magnitude and significance of the relationship between work stress and psychological well-being without manipulating variables in an experimental setting. The research design facilitates comprehensive description of both independent and dependent variables while simultaneously enabling causal inference through regression analysis, thereby establishing a methodological foundation appropriate for understanding how occupational stress influences mental health outcomes in precarious employment contexts. The selection of this quantitative approach aligns strategically with the research objectives, as numerical measurement of stress-well-being correlations enables comparison with normative standards, prediction of psychological outcomes based on stress levels, and provision of empirical evidence for organizational decision-making regarding occupational health interventions.

Research Instruments and Data Analysis Techniques

The research employed carefully validated and reliable questionnaire instruments specifically designed to measure both work stress and psychological well-being dimensions among respondents. The work stress instrument comprised nineteen items operationalized on a five-point Likert scale, measuring dimensions including time pressure and anxiety-related stressors. The psychological well-being instrument consisted of twenty-six items similarly operationalized on a five-point Likert scale, measuring six primary dimensions conceptualized by Ryff including self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. Prior to hypothesis testing, rigorous instrument validation procedures were conducted using the Karl Pearson Product Moment correlation method, as recommended by Sugiyono (2023), with comparative analysis between calculated correlation coefficients and critical r-values at a significance level of α equal to 0.05. All nineteen work stress items demonstrated validity with calculated r-values exceeding the critical threshold of 0.177 (range: 0.581 to 0.856), similarly, all twenty-six psychological well-being items exhibited validity with calculated r-values exceeding the critical threshold of 0.177 (range: 0.659 to 0.934). Reliability testing employed the Cronbach's Alpha coefficient method, following Sudaryono's (2024) prescribed methodological guidance, whereby instruments are considered reliable when alpha coefficients exceed 0.70. The work stress variable demonstrated exceptional reliability with Cronbach's Alpha of 0.963, while the psychological well-being variable achieved similarly outstanding reliability with Cronbach's Alpha of 0.985, both substantially exceeding the minimum reliability threshold and indicating strong internal consistency across measurement items.

Data analysis techniques encompassed multiple complementary statistical procedures to comprehensively examine the research hypothesis. Initial analysis involved classical assumption testing to verify the appropriateness of simple linear regression as the primary analytical method. The Kolmogorov-Smirnov normality test was conducted to ensure that residuals in the regression model approximated normal distribution, with results indicating an asymptotic significance value of 0.200, exceeding the α equal to 0.05 threshold and confirming data normality. Multicollinearity testing was performed through examination of Variance Inflation Factor (VIF) and Tolerance values, with the work stress variable demonstrating a VIF value of 1.000 and Tolerance value of 1.000, thereby indicating absence of problematic multicollinearity and confirming orthogonality between variables. Heteroscedasticity testing employed scatterplot visualization of standardized residuals against standardized predicted values, with results demonstrating random distribution of data points without systematic patterns, confirming homogeneity of variance and validating the regression model's appropriateness. Following successful classical assumption verification, simple linear regression analysis was conducted to estimate the relationship between work stress and psychological well-being, utilizing IBM SPSS Statistics version 25 software, as recommended by Emzir and contemporary quantitative research methodology texts. The regression analysis generated unstandardized coefficients, standardized beta coefficients, t-statistics, and significance values to quantify the magnitude and statistical significance of the work stress-psychological well-being relationship. Hypothesis testing employed both partial t-tests to evaluate individual variable significance and examination of the coefficient of determination (R-squared) to assess explanatory power.

Population and Sampling Procedures

The target population for this investigation encompassed all outsourced employees engaged in various employment sectors within the Jabodetabek region, specifically workers employed under fixed-term employment agreement arrangements (PKWT) through labor outsourcing service

providers rather than direct permanent employment. The Jabodetabek metropolitan region, comprising Jakarta, Bogor, Depok, Tangerang, and Bekasi municipalities, represents Indonesia's largest concentration of outsourced labor in manufacturing, service, banking, and commercial sectors, making it the appropriate geographic focus for investigating outsourcing employment relationships and their psychological consequences. Determination of the study population necessitated establishment of clear inclusion and exclusion criteria to define the target respondent group precisely. Inclusion criteria specified that participants must be currently employed under outsourcing arrangements, possess a minimum employment tenure of six months to ensure sufficient workplace experience, work in designated economic sectors (manufacturing, services, banking, or commerce), and be located within the Jabodetabek geographic area. Exclusion criteria specified that permanent or contract employees hired directly by the principal company without intermediary labor service providers would be excluded, as would employees with less than six months tenure or those engaged in independent consulting relationships.

Sample determination employed purposive sampling methodology, a non-probability sampling technique particularly appropriate for quantitative studies requiring specific participant characteristics directly aligned with research objectives, as comprehensively discussed in recent methodological literature. According to Memon et al. (2025), purposive sampling in quantitative research involves systematic selection of participants based on predefined criteria that ensure sample relevance to study goals, thereby enhancing analytical validity through targeted participant inclusion. The purposive sampling approach proved advantageous for this investigation because outsourced employees constitute a specific occupational demographic with distinct employment conditions differing from permanent employees, necessitating deliberate targeting rather than random sampling. Following (Sudaryono, 2018) methodological recommendations, the researchers established explicit sampling criteria including: current outsourcing employment status verified through employment documentation, minimum six-month employment duration, employment within specified economic sectors, geographic location within Jabodetabek, and availability for questionnaire participation. Sample size determination employed the approach recommended by (Sugiyono, 2019), whereby a total of 122 respondents were selected as providing adequate statistical power for simple regression analysis with a single independent variable, ensuring sufficient degrees of freedom for hypothesis testing while maintaining practical feasibility within the research timeline and resource constraints. The final sample of 122 outsourced employees was recruited from multiple labor-intensive business sectors within Jabodetabek, including manufacturing facilities, commercial establishments, service sector organizations, and banking institutions utilizing outsourcing service providers for non-core and core functions.

Research Procedures and Data Collection Protocol

Data collection proceeded according to a systematic protocol designed to maximize response quality while ensuring methodological rigor and ethical compliance. The research instruments were administered through both online and face-to-face questionnaire distribution methods, with respondents completing structured self-report questionnaires assessing their subjective experiences of work stress and psychological well-being. Online questionnaire administration occurred through secure digital platforms accessible via email and communication applications, providing convenience and privacy for respondents to complete instruments at their discretion within a specified timeframe. Face-to-face questionnaire administration was conducted at workplace locations following coordination with participating organizations and outsourcing service providers, with trained research assistants available to clarify any ambiguous questions and

ensure complete questionnaire completion. The questionnaire administration process emphasized informed consent procedures, whereby respondents received comprehensive explanation of research objectives, participation voluntariness, confidentiality assurances, and contact information for research supervisors, consistent with ethical research requirements stipulated by institutional review boards and research ethics guidelines.

Following questionnaire completion, data entry into IBM SPSS Statistics version 25 was conducted according to standardized protocols with built-in verification procedures to minimize transcription errors. Data entry was executed systematically with coding schemes developed for categorical and continuous variables, duplicate data entry verification for a subset of questionnaires was performed to verify accuracy, and missing data patterns were examined and addressed according to established protocols in quantitative research methodology. The analytical procedure commenced with descriptive statistical characterization of respondent demographics and variable distributions, proceeded through classical assumption testing to verify regression model appropriateness, subsequently executed regression analysis to test the research hypothesis, and concluded with sensitivity analyses to examine result robustness. Interpretation of findings followed conventional statistical significance thresholds (α equal to 0.05), whereby findings yielding p-values less than 0.05 were considered statistically significant, while e(Ghozali, 2016)xamination of effect sizes through beta coefficients and R-squared values provided information regarding practical magnitude and theoretical importance of identified relationships .

RESULTS AND DISCUSSION

1. **Study Instrument Test Results**
   a) **Validity Test Results**

   According to (Sugiyono, 2023), a measuring instrument is considered valid if it demonstrates accuracy in collecting specific information designed to be measured. An accurate measuring instrument has a high accuracy value, while an inaccurate measuring instrument has a low accuracy value. Researchers used IBM SPSS Statistics 25 in the validity test with the Karl Pearson Product Moment correlation statistical method. The calculation results were compared with the r table at a significance level of 5% ($\alpha = 0.05$) for 122 informants, where the degrees of freedom (df) = n - 2 = 122 - 2 = 120, therefore the r table value is 0.177. If the output from SPSS shows a significance number <0.05 or a calculated r correlation value >0.177, then the statement can be declared valid. On the other hand, if the significance value is >0.05 or the calculated r <0.177, then the statement is invalid.

   Validity Test of Work Pressure Variable

No. Item	R Calculated	R Tabel	Desc.
X1	0,581		Valid
X2	0,728		Valid
X3	0,785	0,246	Valid
X4	0,756		Valid
X5	0,856		Valid
X6	0,820		Valid

No. Item	R Calculated	R Tabel	Desc.
X7	0,768		Valid
X8	0,794		Valid
X9	0,753		Valid
X10	0,837		Valid
X11	0,794		Valid
X12	0,843		Valid
X13	0,853		Valid
X14	0,595		Valid
X15	0,785		Valid
X16	0,780		Valid
X17	0,805		Valid
X18	0,834		Valid
X19	0,847		Valid

Source: Data processed in 2025

Based on the table above, the validity test of the Work Stress variable using a 5-point Likert scale shows that 19 items are declared valid, because the calculated r value is > r table or (Sig. 1 Tailed) < 0.01, so that all question items can be used to measure Work Stress.

Validity Test of Psychological Well-being Variables

No. Item	R Calculated	R Tabel	Desc.
Y1	0,845		Valid
Y2	0,890		Valid
Y3	0,796		Valid
Y4	0,853		Valid
Y5	0,909		Valid
Y6	0,934	0,246	Valid
Y7	0,930		Valid
Y8	0,921		Valid
Y9	0,889		Valid
Y10	0,859		Valid
Y11	0,896		Valid

No. Item	R Calculated	R Tabel	Desc.
Y12	0,873		Valid
Y13	0,907		Valid
Y14	0,828		Valid
Y15	0,884		Valid
Y16	0,912		Valid
Y17	0,890		Valid
Y18	0,888		Valid
Y19	0,896		Valid
Y20	0,789		Valid
Y21	0,810		Valid
Y22	0,806		Valid
Y23	0,659		Valid
Y24	0,823		Valid
Y25	0,730		Valid
Y26	0,806		Valid

Source: Data processed in 2025

Based on the table above, the validity test of the Psychological Well-being variable using the Likert 5 scale shows that 26 items are declared valid, because the calculated r value is > r table or (Sig. 1 Tailed) < 0.05, so that all question items can be used to measure Psychological Well-being.

b) **Reability Test Result**

Reliability testing serves to determine how stable or reliable a questionnaire, which is essentially a data collection tool based on variable indicators, is in generating data (Ghozali, 2018). Reliability testing is used to determine whether the questionnaire, as a measuring tool for this research variable, has provided consistent results continuously. Furthermore, reliability testing aims to identify the level of credibility of the measuring instrument and simultaneously check the uniformity of responses emerging from the sample or respondents. The Cronbach's Alpha coefficient formula is used in this study to test the reliability of the questionnaire. To measure reliability, a variable is considered reliable if the Cronbach's Alpha value is > 0.70. The closer the Cronbach's Alpha value is to one, the more reliable the reliability rating for each variable. This study used the IBM SPSS Statistics 25 application to measure and determine reliable variables. The reliability test for each variable is summarized in the following table:

Variable	Conrach's Alpha	Reability Standard	Desc.
Work Stress	0,963	>0,7	Reliable
Psychological Well-being	0,985		Reliable

Source: Data processed in 2025

After analyzing the reliability test results, all research variables—which included 45 questions—produced coefficients that far exceeded the standard Cronbach's Alpha limit of 0.70. This achievement confirms that the measuring instrument we used has strong internal consistency. In other words, this instrument has proven to be highly stable and reliable, ensuring the accuracy of any data collected from it.

2. **Classic Asumption Test**
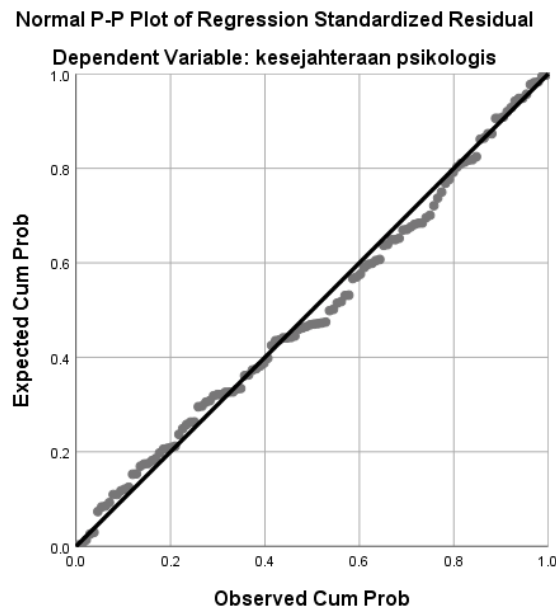   a) **Kolmogorov-Smirnov (K-S) Test/Normality**

   We used the Kolmogorov-Smirnov (K-S) Test, a non-parametric statistical test, in a P-Plot diagram using IBM SPSS 25 to check the normality of the data in this study.

   The main purpose of the normality test, as explained by Ghozali (2018), is to ensure that the residual variables in the regression model are normally distributed. Specifically, we wanted to test whether the regression models for the variables Job Stress (X) and Psychological Well-being (Y) exhibited a normal distribution. Simply put, we established this rule: if the total significance value exceeds 0.05, then the data are considered normal. Conversely, if the value is less than 0.05, the data are considered abnormal. The following are the results of the Kolmogorov-Smirnov (K-S) test for the following study:

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		122
Normal Parameters[a,b]	Mean	0.0000000
	Std. Deviation	17.08980336
Most Extreme Differences	Absolute	0.058
	Positive	0.058
	Negative	-0.040
Test Statistic		0.058
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Data processed in 2025

From the Kolmogorov-Smirnov (K-S) test on the residuals of the regression model, we found that the significance value (Asymp. Sig. (2-tailed)) reached 0.200. This figure far exceeds the standard threshold of 0.05. This means that our p-value is greater than 0.05, so we can conclude that our data is normally distributed. To strengthen this finding, the K-S/normality test is also supported by a P-Plot visualization, with the results as follows:

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: kesejahteraan psikologis

Source: Data processed in 2025

Evidence for this conclusion is clear from the graph: all the data points are clustered very closely together and follow the diagonal line. This indicates that the data distribution is well-defined.

b) **Multicollinearity Test**

We used a multicollinearity test to ensure that the independent variables in the regression model did not have an excessively strong linear relationship with each other, as an ideal model should be orthogonal (Ghozali, 2018:107). To determine the presence of this problem, we established a simple rule: our model is free from multicollinearity if the Tolerance value is greater than 0.10 and the VIF value is less than 10; conversely, if the Tolerance falls below 0.10 or the VIF exceeds 10, then a problem is present. The following are the results of the multicollinearity test we obtained in this study:

Multicollinearity Test Results Table

Coefficients[a]			
		Collinearity Statistics	
Model		Tolerance	VIF
1	Work Stress	1.000	1.000
a. Dependent Variable: Psychological well-being			

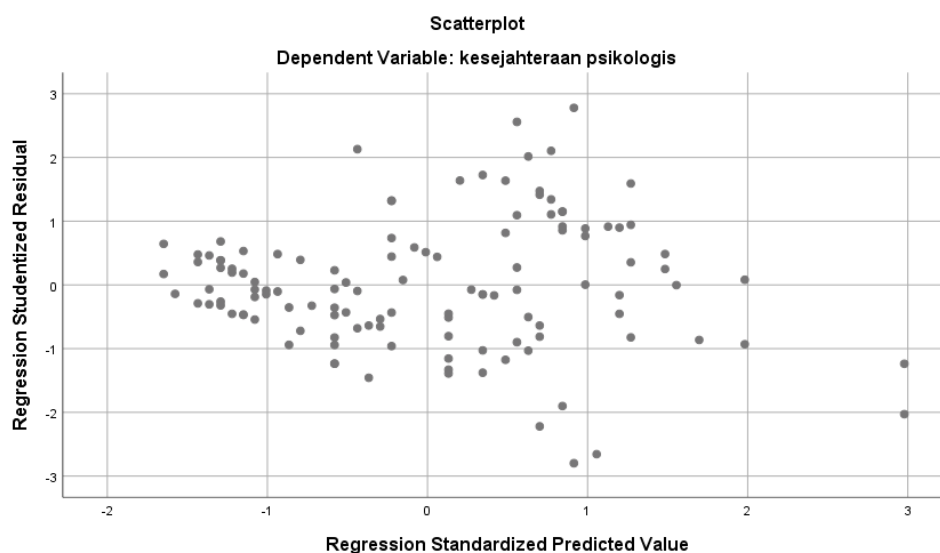**Source: Data processed in 2025**

Our collinearity test results indicate that there are no multicollinearity issues among the independent variables. This is evident because the Tolerance value for the Job Stress variable is 1.000, and the Variance Inflation Factor (VIF) value is also 1.000, both of which are well below the maximum limit of 10. These findings confirm that our independent variables are not excessively correlated with each other. Therefore, the resulting regression coefficients can be considered stable and can be used to accurately explain the effect of Job Stress on Psychological Well-being.

c) **Heteroscedasticity Test**

We conducted a heteroscedasticity test to check for non-uniformity of variance (differences in the spread) of the residual values in our regression model. Simply put, if the

spread of residual values varies from one observation to the next, this is called heteroscedasticity. However, if the spread remains constant and consistent, it is called homoscedasticity, which is a good condition. In this study, we tested for heteroscedasticity by observing the spread of data points on a scatterplot graph generated by SPSS version 25. The basis for making the decision is simple:

1. If the points on the graph form a clear pattern (such as a wave, line, or funnel shape), heteroscedasticity is present.

2. Conversely, if the points are randomly spread above and below zero on the Y-axis without forming a specific pattern, then our regression model is safe from heteroscedasticity.

Source: Data processed in 2025

Based on the scatterplot graph comparing the standardized residuals with the standardized predicted values for the Psychological Well-being variable, we see that the data points are completely randomly distributed. This even distribution around the zero horizontal line is strong evidence that our regression model does not exhibit symptoms of heteroscedasticity, thus the preferred assumption, namely homoscedasticity (uniform variance), is successfully met. Furthermore, the distribution of the points also appears symmetrical, clustered on both sides and many are near zero. This also further indicates that the assumption of residual normality is also met properly. Therefore, we can conclude that the regression model used is appropriate and meets all classical assumptions. Therefore, the results of subsequent statistical analyses—such as the t-test, F-test, and coefficient of determination—can be interpreted and conclusions drawn from them validly and accurately.

3. **Simple linear regression Test**

Our aim in conducting a simple linear regression analysis in this study was to measure how much the independent variable, Work Stress, influences Psychological Well-being—both individually (partially) and overall (simultaneously). To conduct this analysis, we utilized IBM SPSS 25.

The following are the results we obtained from the simple linear regression analysis:

Coefficients[a]					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	152.316	8.127		18.742	0.000

	Work Stress	-1.265	0.111		-0.721	-11.396	0.000
a. Dependent Variable: Psychological well-being							

Source: Data processed in 2025

Based on the data from the table, the results of the simple linear regression test produce the following equation:

$$Y= α + β1X1 + e$$

$$Y= 152,316+-1,265X1+ e$$

Description:

Y = Psychological well-being

X1 = Work stress

e = Other independent variables/residual error

The results of this equation show a clear relationship between the variable Job Stress and Psychological Well-being, which can be explained as follows:

1. Constant (α) = 152.316

The constant value is 152.316. This number can be interpreted as the baseline Psychological Well-being score. If it is assumed that there is no Job Stress (X1=0), then the average Psychological Well-being score for an individual is 152.316.

2. Regression coefficient value for Job Stress (X) = -1.265

The coefficient value is -1.265. This negative coefficient indicates an inverse relationship. This means that for every one-point increase in the Job Stress level, the average Psychological Well-being score will actually decrease by 1.265 points. This confirms the conclusion that the higher the stress experienced by an individual, the lower their level of psychological well-being.

4. **Hypothesis Testing**

a. T-Test (Partial)

The Partial T-Test (T-Test) is used to demonstrate the specific impact of one independent variable on the dependent variable. To determine whether the effect is significant, we use the significance value or p-value as a reference: if the value is less than 0.05, we declare that the independent variable has a significant effect and our hypothesis is accepted. Conversely, if the significance value is greater than 0.05, the hypothesis is rejected, indicating no significant partial effect. The following are the partial test results we found in this study:

Coefficients[a]					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	152.316	8.127		18.742	0.000
Work Stress	-1.265	0.111	-0.721	-11.396	0.000
a. Dependent Variable: Psychological Well-being					

Source: Data processed in 2025

Based on a simple linear regression analysis, we conducted a t-test to measure the effect of the independent variable Job Stress (X) on the dependent variable Psychological Well-being (Y). To determine whether this effect is partially significant, we compared the calculated t-value with the t-table value. This test was conducted at a 5% significance level (α=0.05) with a degree of freedom (df) of 120 (obtained from n−k−1=122−1−1). Using df=120 degrees of freedom at a 5% significance level, we found that the t-table value which is the critical limit is 1.980. The results of

our analysis show that the Job Stress variable has a very high calculated t-value, namely -11.396, with a perfect significance value, 0.000. Considering that the absolute t-value is far greater than the critical t-table value of 1.980 (at the α=0.05 level), we can conclude that Job Stress has a very strong negative influence on Psychological Well-being. This means that the findings are very clear: the higher a person's level of Job Stress, the lower their level of Psychological Well-being. It can be concluded that our initial research hypothesis is accepted and proven to be true.

5. **Coefficient of Determination**

We used the Coefficient of Determination (R^2) to measure how well our model explained the dependent variable, Psychological Well-being, using only the independent variable, Job Stress. This essentially answers the question: "How much of the change in Psychological Well-being can Job Stress truly explain?"

To obtain this value, we used IBM SPSS 25 and referred to the Model Summary table, where we applied the $R^2 \times 100\%$ formula. The following are the results of the simultaneous (overall) determinations we found in this study:

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721[a]	0.520	0.516	17.16086
a. Predictors: (Constant), Work Stress				
b. Dependent Variable: Psychological Well-being				

Source: Data processed in 2025

Based on the Model Summary table, we obtained an R-Square value of 0.520 (or 52.0%). This figure provides a clear picture: our regression model shows that Job Stress significantly contributes—52%—to explaining all changes or fluctuations in respondents' Psychological Well-Being.

Meanwhile, the remaining 48% of the variation in Psychological Well-Being is influenced by other factors not included in this research model. These external factors could include social support, the work environment, the employee's personal circumstances, or the leadership style within the organization.

CONCLUSION

This study empirically demonstrated that work stress exerts a statistically significant and strong negative influence on the psychological well-being of outsourced employees in the Jabodetabek region, accounting for 52% of the variance in psychological well-being outcomes. The regression analysis revealed that for every one-unit increase in work stress levels, psychological well-being decreased by 1.265 points, confirming the theoretical prediction that elevated occupational stress systematically diminishes mental health functioning among vulnerable worker populations. The magnitude of this relationship (R-squared = 0.520) underscores the critical importance of addressing occupational stress as a primary intervention strategy for enhancing psychological well-being in precarious employment contexts. These findings align with contemporary research emphasizing that integrated, multi-dimensional stress management interventions combining organizational-level policies with individual coping strategies prove significantly more effective than isolated approaches. The results provide robust empirical evidence supporting the implementation of comprehensive occupational health interventions specifically tailored for outsourced workers, including flexible work arrangements, structured stress management training, and enhanced workplace psychological safety.

However, this investigation acknowledges several limitations warranting consideration in interpreting findings and guiding future research directions. The cross-sectional research design prevents establishment of temporal causality, necessitating longitudinal investigations to confirm that work stress modifications directly produce subsequent psychological well-being improvements. The purposive sampling methodology, while appropriate for accessing the target population, limits generalizability beyond the Jabodetabek region and specific economic sectors studied; future research should replicate findings across diverse geographic locations and employment sectors. Future investigations should incorporate additional variables including social support, organizational justice, and leadership styles as potential mediators or moderators of the stress-well-being relationship, and employ mixed-method approaches combining quantitative measurement with qualitative exploration of worker experiences. For practical implementation, organizations should prioritize establishing employee assistance programs, implementing supportive supervision training, ensuring workload management, and creating structured mental health support systems specifically designed for outsourced employees, recognizing that sustainable psychological well-being improvements require systemic organizational commitment alongside individual-level interventions.

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