


**PENERAPAN *EMPLOYEE ASSISTANCE PROGRAM* PADA PEGAWAI
PEMERINTAHAN KABUPATEN SLEMAN (STUDI KASUS DINAS
KEPENDUDUKAN DAN PENCATATAN SIPIL KABUPATEN SLEMAN)**

Endah Budi Lestari

Abstrak

Penelitian ini bertujuan untuk mengevaluasi penerapan Employee Assistance Program (EAP) di Pemerintah Kabupaten Sleman, dengan studi kasus di Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sleman. Tujuan penelitian ini adalah untuk menguji dampak penerapan EAP terhadap kesejahteraan karyawan, kepuasan kerja, dan efektivitas program. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan survei, dengan data dikumpulkan melalui kuesioner yang dibagikan kepada 37 karyawan Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sleman. Data dianalisis menggunakan statistik deskriptif, uji validitas dan reliabilitas, serta mean aritmatik. Hasil penelitian menunjukkan bahwa mayoritas karyawan merasa puas dengan penerapan EAP terhadap kesejahteraan karyawan dan kepuasan kerja. Program ini juga efektif dalam membantu karyawan mengatasi masalah pribadi dan profesional. Implikasi dari hasil penelitian ini menunjukkan bahwa penerapan EAP menciptakan lingkungan kerja yang lebih sehat. EAP membantu karyawan mengatasi masalah pribadi dan profesional mereka, serta meningkatkan kesejahteraan dan kualitas hidup karyawan. Karyawan juga merasa lebih puas dengan pekerjaan karena mendapat dukungan dan dihargai oleh instansi. Hal ini dapat meningkatkan efektivitas program dapat meningkatkan kinerja karyawan, sehingga meningkatkan produktivitas dan efisiensi kerja.

Kata Kunci: *Employee Assistance Program (EAP), Kesejahteraan Karyawan, Kepuasan Karyawan, Efektivitas Program*

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**IMPLEMENTATION OF THE EMPLOYEE ASSISTANCE PROGRAM
(EAP) IN THE SLEMAN REGENCY GOVERNMENT EMPLOYEES (CASE
STUDI AT THE POPULATION AND CIVIL REGISTRY OFFICE OF
SLEMAN REGENCY)**

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Abstract

This study aims to evaluate the implementation of the Employee Assistance Program (EAP) in the Sleman Regency Government, with a case study at the Civil Registry and Population Office of Sleman Regency. The research objectives include examining the impact of EAP implementation on employee well-being, job satisfaction, and program effectiveness. The research method employed was quantitative with a survey approach, utilizing questionnaires distributed to 37 employees of the Civil Registry and Population Office of Sleman Regency. Data analysis involved descriptive statistics, validity and reliability tests, as well as arithmetic mean calculations. The results indicate that the majority of employees are satisfied with the implementation of EAP concerning employee well-being and job satisfaction. The program is also effective in helping employees address personal and professional issues. The implications of this research suggest that EAP implementation fosters a healthier work environment. EAP aids employees in managing their personal and professional challenges, thereby enhancing their well-being and quality of life. Employees also express greater job satisfaction due to the support and recognition received from the organization. These findings suggest that effective program implementation can enhance employee performance, thereby increasing productivity and work efficiency.

Keyword: *Employee Assistance Program (EAP), Employee Well-Being, Employee Satisfaction, Program Effectiveness*