

ABSTRAK

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DAMPAK WORK LIFE BALANCE KEPADA JOB SATISFACTION BAGI KARYAWAN PT. XYZ

Penelitian ini bertujuan untuk menguji pengaruh *work life balance*, yang diwakili dengan variabel *working hours*, *working environment*, *job stress*, *superior support*, dan *work life balance program* terhadap *job satisfaction*. Penelitian ini merupakan penelitian secara kuantitatif dengan cara menguji hipotesis, yaitu terdapat pengaruh *working hours*, *working environment*, *job stress*, *superior support*, dan *work life balance program* terhadap *job satisfaction*. Data dikumpulkan dari dua sumber, yaitu data primer dan data sekunder. Data primer didapat dari kuesioner yang disebarakan kepada 181 karyawan di PT.XYZ, dari level *staff*, *coordinator*, dan *supervisor*. Data sekunder didapat dari jurnal dan penelitian terlebih dahulu. Metode analisa data yang digunakan dalam penelitian ini menggunakan Metode SEM-PLS dengan menggunakan aplikasi SmartPLS 3.0. Hasil penelitian menunjukkan bahwa *working hours* dan *superior support* mempunyai pengaruh positif dan signifikan terhadap *job satisfaction*, sedangkan *working environment* dan *job stress* mempunyai pengaruh negatif dan signifikan terhadap *job satisfaction*. Pengaruh dari *work life balance program* tidak signifikan terhadap *job satisfaction*.

Kata kunci : *Work Life Balance, Working Hours, Working Environment, Job Stress, Superior Support, Work Life Balance Program, Job Satisfaction*

ABSTRACT

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THE IMPACT OF WORK LIFE BALANCE TOWARDS JOB SATISFACTION FOR EMPLOYEES AT PT. XYZ

The purpose of this research is to examine the effect of work life balance, with the variable of working hours, working environment, job stress, superior support, and work life balance program towards job satisfaction. This research is quantitative research by testing the hypothesis, which are there is an effect of working hours, working environment, job stress, superior support, and work life balance towards job satisfaction. The data is collected from primary and secondary data. Primary Data was collected from survey that is distributed to 181 employees in PT. XYZ, from staff, coordinator, and supervisor level. Secondary data was collected from journal and previous researches. This research is using SEM-PLS method with the usage of SmartPLS 3.0. application. The result of the study shows that working hours and superior support has a positive effect and significant towards job satisfaction, while working environment and job stress has a negative effect and significant towards job satisfaction. Effect from work life balance program is not significant towards job satisfaction.

Keywords: Work Life Balance, Working Hours, Working Environment, Job Stress, Superior Support, Work Life Balance Program, Job Satisfaction