

ABSTRAK

Wahyuningsih (01619200036)

PENGARUH LINGKUNGAN KERJA, GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN *WORK-LIFE BALANCE* TERHADAP KEPUASAN KERJA PEGAWAI KEMENTERIAN PERDAGANGAN

(xvi + 126 halaman; 6 gambar; 24 tabel; 7 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh positif lingkungan kerja, gaya kepemimpinan transformasional, dan *work-life balance* terhadap kepuasan kerja pegawai Kementerian Perdagangan. Berdasarkan survei pendahuluan ditemukan gap antara kepuasan kerja yang dirasakan pegawai dengan harapan pimpinan serta data sekunder nilai indeks kepuasan pegawai terhadap sarana prasarana pada kategori kurang baik. Penelitian ini menggunakan pendekatan kuantitatif melalui kuesioner dengan responden sebanyak 351 pegawai dengan teknik pengambilan sampel adalah *convenience sampling*. Kuesioner penelitian ini terdiri dari 34 pertanyaan tertutup dengan menggunakan Skala Likert 1-5. Data telah memenuhi syarat validitas dan reliabilitas, kemudian dianalisis dengan menggunakan metode *Partial Least Square-Structural Equation Modelling* (PLS-SEM) dengan program SmartPLS 3.0. Hasil penelitian menunjukkan bahwa variabel lingkungan kerja, gaya kepemimpinan transformasional dan *work-life balance* terbukti memiliki pengaruh positif terhadap kepuasan kerja pegawai

Referensi: 117 (1994 – 2021)

Kata Kunci: lingkungan kerja, gaya kepemimpinan transformasional, *work-life balance*, kepuasan kerja pegawai.

ABSTRACT

Wahyuningsih (01619200036)

THE EFFECT OF WORK ENVIRONMENT, TRANSFORMATIONAL LEADERSHIP STYLE, AND WORK-LIFE BALANCE ON JOB SATISFACTION OF MINISTRY OF TRADE EMPLOYEES

(xvi + 126 pages; 6 figures; 24 tables; 7 appendices)

This study aims to determine the positive influence of the work environment, transformational leadership style, and work-life balance on job satisfaction of the Ministry of Trade employees. Based on the preliminary survey was found a gap between the perceived job satisfaction of employees and the expectations of the leadership as well as secondary data on the value of the employee satisfaction index for infrastructure in the poor category. This study uses a quantitative approach through a questionnaire with a total of 351 employees as respondents with the sampling technique is convenience sampling. This research questionnaire consisted of 34 closed questions using a Likert Scale of 1-5. The data has met the validity and reliability requirements, then analyzed using the Partial Least Square-Structural Equation Modeling (PLS-SEM) method with the SmartPLS 3.0 program. The results showed that the variables of the work environment, transformational leadership style, and work-life balance proved to have a positive influence on employee job satisfaction

Reference: 117 (1994 – 2021)

Keywords: work environment, transformational leadership style, work-life balance, employee job satisfaction.