

ABSTRAK

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ANALISIS PENGARUH *WORK FROM HOME* (WFH), *WORK-LIFE BALANCE*, DAN STRES KERJA TERHADAP KEPUASAN KERJA KARYAWAN DI PT SUSETA DAIKEN INDONESIA

Skripsi, Fakultas Sains dan Teknologi (2022)

(xiv + 91 halaman; 6 gambar; 23 tabel; 3 lampiran)

Pandemi COVID-19 di Indonesia, termasuk Jakarta, mengharuskan adanya penerapan protokol kesehatan sesuai anjuran *World Health Organization*. Kota Jakarta sedang melakukan penerapan *work from home* untuk pekerja di beberapa sektor. Salah satu perusahaan yang menerapkan WFH adalah PT Suseta Daiken Indonesia. Dengan adanya penerapan WFH oleh beberapa sektor perusahaan, tentu menjadi tantangan untuk tetap menjaga konsistensi kepuasan kerja karyawan. Oleh karena itu, penelitian ini ditujukan untuk mengetahui serta menganalisis pengaruh variabel *work from home* (X1), *work-life balance* (X2), dan stres kerja (X3) baik secara parsial maupun simultan terhadap variabel kepuasan kerja (Y) di PT Suseta Daiken Indonesia. Pengumpulan data diperoleh dari pengisian kuesioner yang dilakukan oleh 25 karyawan, sehingga teknik sampel yang digunakan adalah sampel jenuh. Pengolahan data kuesioner menggunakan SPSS 25 *for Windows* dengan signifikansi 5% atau 0,05. Berdasarkan hasil pengolahan data yang dilakukan, diperoleh besaran pengaruh yang diberikan oleh variabel *work from home*, *work-life balance*, dan stres kerja secara simultan (*R-square*) didapatkan sebesar 34,2% dan 65,8% sisanya dipengaruhi oleh variabel lain di luar penelitian ini. Nilai signifikansi yang didapatkan dari olah data untuk variabel *work from home*, *work-life balance* dan stres kerja terhadap kepuasan kerja secara parsial berturut-turut sebesar 0,424, 0,576, dan 0,024. Sedangkan nilai signifikansi secara simultan sebesar 0,030. Nilai t_{hitung} yang diperoleh dari olah data untuk variabel *work from home*, *work-life balance* dan stres kerja terhadap kepuasan kerja berturut-turut sebesar 0,816, 0,568, dan -2,436. Nilai F_{hitung} yang didapatkan sebesar $3,632 > 3,05$ (F_{tabel}). Sehingga dapat disimpulkan bahwa X1 dan X2 tidak berpengaruh signifikan terhadap Y, sedangkan X3 secara negatif berpengaruh signifikan terhadap Y. Variabel X1, X2, dan X3 secara simultan berpengaruh signifikan terhadap Y.

Kata Kunci : Bekerja dari Rumah (WFH), Keseimbangan Kehidupan Kerja, Stres Kerja, Kepuasan Kerja, Pandemi, COVID-19

Referensi : 43 (2002-2021)

ABSTRACT

Eirene Beatrix Rumagit (01033180038)

ANALYSIS OF THE INFLUENCE OF WORK FROM HOME (WFH), WORK-LIFE BALANCE, AND WORK STRESS ON EMPLOYEES JOB SATISFACTION AT PT SUSETA DAIKEN INDONESIA

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(xiv + 91 pages; 6 pictures; 23 table; 3 attachments)

The COVID-19 pandemic in Indonesia, including Jakarta, requires the implementation of health protocols according to World Health Organization recommendations. The city of Jakarta is implementing work from home for workers in several sectors. One of the companies that implement WFH is PT Suseta Daiken Indonesia. With the implementation of WFH by several company sectors, it is certainly a challenge to maintain consistency in employee job satisfaction. Therefore, this study aimed to determine and analyze the effect of the variables work from home (X1), work-life balance (X2), and work stress (X3) both partially and simultaneously on the Job Satisfaction variable (Y) at PT Suseta Daiken Indonesia. Data collection was obtained from filling out questionnaires conducted by 25 employees so that the sampling technique used was a saturated sample. Processing of questionnaire data using SPSS 25 for Windows with a significance of 5% or 0.05. Based on the results of data processing carried out, the magnitude of the influence given by the variables work from home, work-life balance, and work stress simultaneously (R-square) is obtained at 34.2%, and the remaining 65.8% is influenced by other variables outside of this research. The significance value obtained from the data processing for the variables work from home, work-life balance and work stress on job satisfaction partially is 0.424, 0.576, and 0.024. Meanwhile, the significance value simultaneously is 0.030. The t-value obtained from data processing for the variables work from home, work-life balance, and work stress on job satisfaction is 0,816, 0.568, and -2.436, respectively. The F value of the item obtained is $3.623 > 3.05$ (F table). It can be concluded that X1 and X2 have no significant effect on Y, while X3 has a significant negative effect on Y. Variables X1, X2, and X3 simultaneously have a significant effect on Y.

Keywords : Work from Home (WFH), Work-Life Balance, Work Stress, Job Satisfaction, Pandemic, COVID-19

Reference : 43 (2002-2021)