

## ABSTRAK

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**PENGARUH *PAY SATISFACTION*, *SUPERVISOR SUPPORT*, *CAREER DEVELOPMENT*, *WORKLIFE BALANCE* DAN *WORKLOAD* TERHADAP *JOB SATISFACTION* DI PT PLN (PERSERO) UID SULUTTENGGGO**  
(xvi + 106 halaman: 10 gambar; 27 tabel; 11 lampiran)

Perusahaan menghadapi kondisi di mana terjadinya penurunan minat pegawai untuk promosi pada jenjang karir yang lebih tinggi pada PT PLN (Persero) UID Suluttenggo. Beberapa pegawai yang ditemui menyatakan bahwa mereka cukup nyaman dan lebih memilih tetap berada pada posisinya saat ini dan tidak bersedia untuk dipromosikan. Tentunya hal ini menjadi pekerjaan serius bagi pengelola SDM karena talent yang siap dipromosikan menjadi terbatas. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *Pay Satisfaction*, *Supervisor Support*, *Career Development*, *Worklife Balance* dan *Workload* terhadap *Job Satisfaction*. Dalam penelitian ini, metode *cross-sectional* digunakan untuk memperoleh data kuantitatif dari kuesioner yang disebar secara *online*. Kuesioner diambil dan dimodifikasi berdasarkan pertanyaan-pertanyaan yang sudah ada dari literatur sebelumnya. Data diperoleh dari responden yang berjumlah 206 orang yang adalah anggota populasi yang merupakan pegawai organik pada PT PLN (Persero) UID Suluttenggo dengan menggunakan teknik pengambilan sampel *probability sampling*. Data kemudian dianalisis menggunakan perangkat lunak Smart PLS4. Hasil penelitian menunjukkan bahwa terdapat hubungan positif antara *Pay Satisfaction*, *Supervisor Support*, *Career Development* dan *Worklife Balance* terhadap *Job Satisfaction*, akan tetapi *Pay Satisfaction* tidak menunjukkan hubungan yang signifikan. Sedangkan *Workload* ditemukan berpengaruh negatif terhadap *Job Satisfaction*. Hasil penelitian ini memberikan implikasi manajerial yang akan membantu Perusahaan dalam meningkatkan *Job Satisfaction*. Terdapat beberapa keterbatasan pada penelitian ini, sehingga diikuti dengan rekomendasi untuk penelitian selanjutnya.

Kata Kunci: *pay satisfaction*, *supervisor support*, *career development*, *worklife balance*, *workload*, *job satisfaction*.

Referensi: 75 Referensi (2014 - 2024)

## ABSTRACT

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**THE INFLUENCE OF PAY SATISFACTION, SUPERVISOR SUPPORT, CAREER DEVELOPMENT, WORKLIFE BALANCE AND WORKLOAD ON JOB SATISFACTION AT PT PLN (PERSERO) UID SULUTTENGGO**  
(xvi + 106 pages; 10 images; 27 tables; 11 attachments)

*The company is facing conditions where there is a decrease in employee interest in promotions to higher career levels at PT PLN (Persero) UID Suluttenggo. Several employees who were met stated that they were quite comfortable and preferred to remain in their current positions and were not willing to be promoted. Of course, this is a serious job for HR managers because the talent that is ready to be promoted is limited. The aim of this research is to determine the influence of Pay Satisfaction, Supervisor Support, Career Development, Worklife Balance and Workload on Job Satisfaction. In this research, the cross-sectional method was used to obtain quantitative data from questionnaires distributed online. The questionnaire was taken and modified based on existing questions from previous literature. Data was obtained from 206 respondents who were members of the population who were organic employees at PT PLN (Persero) UID Suluttenggo using probability sampling techniques. The data was then analyzed using Smart PLS4 software. The research results show that there is a positive relationship between Pay Satisfaction, Supervisor Support, Career Development and Worklife Balance on Job Satisfaction, but Pay Satisfaction does not show a significant relationship. Meanwhile, Workload was found to have a negative effect on Job Satisfaction. The results of this research provide managerial implications that will help companies increase job satisfaction. There are several limitations to this research, so it is followed by recommendations for further research.*

*Key Words : pay satisfaction, supervisor support, career development, worklife balance, workload, job satisfaction.*

Reference : 75 Referensi (2014 - 2024)