

ABSTRAK

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PENGARUH *QUALITY OF WORK LIFE* DAN *PSYCHOLOGICAL EMPOWERMENT* TERHADAP *WORK ENGAGEMENT* YANG DIMEDIASI OLEH *JOB SATISFACTION* (STUDI EMPIRIS PADA PERAWAT RUMAH SAKIT XYZ)

(xvi + 122 halaman; 7 gambar; 31 tabel; 2 lampiran)

Studi ini terlaksana dengan maksud mengkaji *Quality of Work Life* dan *Psychological Empowerment* yang memengaruhi *Work Engagement* yang dimediasi oleh *Job Satisfaction* (studi empiris pada perawat Rumah Sakit XYZ). Studi ini melibatkan perawat yang berjumlah 223 orang. Data terkumpul melalui penyebaran angket yang berisikan 35 pertanyaan mempergunakan Skala Likert 1-5 berdasar pada metode sensus. Data dikaji mempergunakan metode SEM berbasis PLS. Temuan yang didapat memperlihatkan bila *Quality of Work Life* secara positif memengaruhi *Job Satisfaction* dan *Work Engagement*, serta *Psychological Empowerment* juga memiliki pengaruh positif terhadap kedua variabel tersebut. Selain itu, *Job Satisfaction* terbukti berperan sebagai mediator yang signifikan dalam keterkaitan antara kualitas kehidupan kerja dan pemberdayaan psikologis terhadap keterlibatan kerja. Temuan ini menunjukkan pentingnya kualitas kehidupan kerja dan pemberdayaan psikologis dalam memaksimalkan kepuasan kerja sehingga bisa memaksimalkan keterlibatan kerja para perawat di Rumah Sakit XYZ.

Kata Kunci : *Quality of Work Life, Psychological Empowerment, Work Engagement, Job Satisfaction*

Referensi: 47 (1959 - 2021)

ABSTRACT

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THE IMPACT OF QUALITY OF WORK LIFE AND PSYCHOLOGICAL EMPOWERMENT ON WORK ENGAGEMENT MEDIATED BY JOB SATISFACTION (EMPIRICAL STUDY ON NURSES AT XYZ HOSPITAL)

(xvi + 122 pages; 7 figures; 31 tables; 2 appendices)

This study was conducted to examine the impact of Quality of Work Life and Psychological Empowerment on Work Engagement, mediated by Job Satisfaction (an empirical study on nurses at XYZ Hospital). The study involved 223 nurses, with data collected through the distribution of a questionnaire containing 35 questions using a 1-5 Likert scale based on a census method. The data were analyzed using SEM with PLS. The findings show that Quality of Work Life positively affects both Job Satisfaction and Work Engagement, and Psychological Empowerment also has a positive impact on both variables. Additionally, Job Satisfaction was found to significantly mediate the relationship between Quality of Work Life and Psychological Empowerment on Work Engagement. These findings highlight the importance of Quality of Work Life and Psychological Empowerment in maximizing job satisfaction, which in turn enhances the work engagement of nurses at XYZ Hospital.

Keywords: *Quality of Work Life, Psychological Empowerment, Work Engagement, Job Satisfaction*

References: *47 (1959 - 2021)*