

ABSTRAK

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“KEPUASAN KERJA PADA PENERAPAN SISTEM *REMOTE WORK* YANG MEMBERIKAN DAMPAK POSITIF KEPADA KELUARGA DAN TERCIPTANYA *WORK-LIFE BALANCE* di PT. XYZ”

Penelitian ini bertujuan untuk menguji pengaruh *family supportive supervisory behaviors* terhadap *job satisfaction* yang dimediasi oleh *work-life balance* dan *work-to-family positive spillover*. Pendekatan kuantitatif dengan teknik pengujian hipotesis digunakan dalam penelitian ini. Terdapat 177 sampel dengan teknik judgement sampling yaitu karyawan di PT. XYZ. Data dikumpulkan melalui penyebaran kuisioner secara online dan diolah menggunakan *software* SmartPLS 4.0 dengan teknik *structural equation modelling*. Hasil penelitian menunjukkan bahwa *family supportive supervisory behaviors* dan *work-to-family positive spillover* masing-masing berpengaruh positif dan signifikan terhadap *job satisfaction*, namun ditemukan pengaruh negatif oleh *work-life balance*. *Family supportive supervisory behaviors* ditemukan berpengaruh positif dan signifikan terhadap *work-to-family positive spillover* dan *work-life balance*. Pengaruh *family supportive supervisory behaviors* terhadap *job satisfaction* melalui mediasi *work-to-family positive spillover* ditemukan positif dan signifikan, namun negatif melalui mediasi *work-life balance*. Implikasi penelitian menekankan pada pentingnya menjaga keselarasan antara kehidupan kerja dan pribadi para karyawan selain memberikan kenyamanan dalam bekerja sehingga kepuasan kerja karyawanpun dapat meningkat.

Kata Kunci: *Family Supportive Supervisory Behaviors, Job Satisfaction, Work-Life Balance, Work-to-Family Positive Spillover*

ABSTRACT

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“JOB SATISFACTION IN THE IMPLEMENTATION OF A REMOTE WORK SYSTEM THAT POSITIVELY IMPACTS FAMILIES AND CREATES WORK-LIFE BALANCE AT PT. XYZ”

This study aims to examine the effect of family supportive supervisory behaviors on job satisfaction mediated by work-life balance and work-to-family positive spillover. This study employs a quantitative approach and hypothesis testing techniques. There are 177 samples with the judgment sampling technique, namely employees at PT. XYZ. Data were collected through distributing questionnaires online and processed using SmartPLS 4.0 software with structural equation modeling techniques. The results showed that family-supportive supervisory behaviors and work-to-family positive spillover each had a positive and significant effect on job satisfaction, but a negative effect was found by work-life balance. Family-supportive supervisory behaviors were found to have a positive and significant effect on work-to-family positive spillover and work-life balance. The effect of family-supportive supervisory behaviors on job satisfaction through the mediation of work-to-family positive spillover was found to be positive and significant, but negative through the mediation of work-life balance. The research implications emphasize the importance of maintaining harmony between the work and personal lives of employees in addition to providing comfort at work so that employee job satisfaction can increase.

Keywords: Family Supportive Supervisory Behaviors, Job Satisfaction, Work-Life Balance, Work-to-Family Positive Spillover