

ABSTRAK

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PENGARUH *JOB DEMANDS* DAN *JOB RESOURCES* TERHADAP *LIFE SATISFACTION* DENGAN MEDIASI *WORK ENGAGEMENT* PADA DOSEN GENERASI MILENIAL PERGURUAN TINGGI SWASTA LLDIKTI WILAYAH III

(xvii + 288 halaman; 30 gambar; 55 tabel)

Penelitian ini bertujuan mengetahui pengaruh *job demands* dan *job resources* terhadap *life satisfaction* dengan mediasi *work engagement* pada dosen generasi milenial di Perguruan Tinggi Swasta (PTS) LLDIKTI Wilayah III. Bagi dosen milenial *life satisfaction* diperlukan sebagai perasaan positif yang berimbas positif bagi kehidupan pribadi dan bagi institusi PTS. Konseptual *framework* dibangun berdasarkan sintesis studi *job demands-resources model* terhadap *work engagement* dan studi *life satisfaction* yang dipengaruhi *work engagement*. Metode penelitian menggunakan pendekatan kuantitatif. Alat ukur menggunakan kuesioner dengan tujuh poin skala likert, disebarkan melalui *platform online* dikarenakan masa pandemik *Covid-19*. Teknik pemilihan sampel dilakukan secara *purposive sampling* terhadap 180 dosen generasi milenial di LLDIKTI III, pada PTS minimal berakreditasi B, masa kerja minimal dua tahun, Jenjang Jabatan Akademi (JJA) dan Sertifikasi Dosen (serdos). Pengolahan data dilakukan dengan menggunakan *Partial Least Square Structural Equation Modeling* (PLS-SEM), program *Smart PLS 3.0*. Hasil menunjukkan empat hipotesis yang didukung yaitu *job resources* berpengaruh positif terhadap *work engagement*, *job demands* berpengaruh positif terhadap *life satisfaction*, *work engagement* berpengaruh positif terhadap *life satisfaction*, dan *work engagement* memediasi *job resources* terhadap *life satisfaction*. Sementara tiga hipotesis yang tidak didukung yaitu *job demands* berpengaruh positif terhadap *work engagement*, *job resources* berpengaruh positif terhadap *life satisfaction*, dan *work engagement* memediasi *job demands* terhadap *life satisfaction*. Kontribusi penelitian diharapkan dapat memberikan masukan bagi para pengelola Manajemen Sumber Daya Manusia (MSDM) di PTS dalam memahami dan membangun strategi yang tepat untuk mengelola *life satisfaction* dosen generasi milenial.

Kata kunci: *Life Satisfaction*; *Job Demands*; *Job Resources*; *Work Engagement*

ABSTRACT

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THE EFFECT OF JOB DEMANDS AND JOB RESOURCES ON LIFE SATISFACTION WITH WORK ENGAGEMENT MEDIATION ON LECTURERS OF THE MILLENNIAL GENERATION OF PRIVATE UNIVERSITIES LLDIKTI REGION III

(xvii + 288 pages ; 30 pictures ; 55 tables)

This study aims to determine the effect of job demands and job resources on life satisfaction by mediating work engagement among millennial lecturers in private universities LLDIKTI III. For millennial lecturers, it is essential that life satisfaction impacts personal life and private universities. The conceptual framework is based on synthesis study of job demands-resources model on work engagement and study of life satisfaction that influenced by work engagement. Using a quantitative approach, a seven-point Likert scale questionnaire was distributed through an online survey because Covid-19 pandemic. The sample selection technique was carried out by purposive sampling of 180 millennial lecturers at LLDIKTI III employed in Private Universities with a minimum B accreditation, at least two years work period, and attained Academic Position and Lecturer Certification. Data processing employed Partial Least Square-Structural Equation Modeling (PLS-SEM), Smart PLS 3.0. Findings denote that job resources have positive effect to work engagement, job demands has positive effect to life satisfaction, work engagement has positive effect to life satisfaction, and work engagement as a mediator for job resources effect to life satisfaction. However, results also rejected job demands has positive effect on work engagement, job resources has positive effect on life satisfaction, and work engagement as a mediator for job demands effect to life satisfaction. This study could provide insights for Human Resource Management in private universities to understand and develop appropriate strategies for managing their millennial lecturers' life satisfaction.

Keywords: Life Satisfaction; Job Demands; Job Resources; Work Engagement