

Analisis pengaruh kepuasan kehidupan rumah, dukungan pasangan dan self esteem terhadap kepuasan kerja (studi kasus pada ibu bekerja di sektor administratif dan manajerial bidang kesehatan) = The effect of home life satisfaction partner supportiveness and self esteem on job satisfaction in working mothers at administrative and managerial health sector

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Abstrak

[ABSTRAK

Profil demografi tenaga kerja telah banyak berubah. Perempuan banyak memasuki dunia kerja dan hampir mencapai 50% dari angkatan kerja. Ibu bekerja memiliki peran ganda dalam keluarga dan pekerjaan. Dibanding laki-laki, perempuan lebih terkena dampak pada persoalan terkait dengan gender di tempat kerja. Telah banyak penelitian dilakukan mengenai konflik pekerjaan-keluarga, sehingga fokus penelitian ini pada area kepuasan kerja, kepuasan kehidupan rumah, dukungan pasangan dan self-esteem pada ibu bekerja di sektor kesehatan. Analisis kuantitatif data dengan jumlah sampel 234, menemukan bahwa dukungan pasangan memiliki korelasi terhadap kepuasan kerja. Kepuasan kehidupan rumah dan self-esteem mempengaruhi secara signifikan terhadap kepuasan kerja. Temuan lain menunjukkan bahwa ibu bekerja di Kementerian Kesehatan yang berlokasi di kota Jakarta memiliki perbedaan yang signifikan pada kepuasan kehidupan rumah dan kepuasan kerja, yang lebih rendah dari pada ibu bekerja di luar Jakarta.

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ABSTRACT

The demographic profile of the workforce has shifted dramatically. Women have entered workplace and taken almost 50% of the workforce. Working mothers have double role in their family and organization. Compared to men, women are more sensitive to the gender issued in the workplace. There have been many research done to seek the problem of work-family life, therefore the focus of this study is within the area of job satisfaction, home-life satisfaction, partner supportiveness and self-esteem of the working mothers who work in the health sector. Using quantitative data analysis and with the total participants of 234, this study found that partner supportiveness positively correlate to job satisfaction. Home life satisfaction and self esteem have significant effect on job satisfaction. This study also found that there are some differences in home life and job satisfaction between working mothers who work in Ministry of Health in Jakarta and mothers who work outside Jakarta. Working mothers based in Jakarta have lower home life and job satisfaction compared to mothers outside Jakarta.;The demographic profile of the workforce has shifted dramatically. Women have entered workplace and taken almost 50% of the workforce. Working mothers have double role in their family and organization. Compared to men, women are more sensitive to the gender issued in the workplace. There have been many research done to seek the problem of work-family life, therefore the focus of this study is within the area of job satisfaction, home-life satisfaction, partner supportiveness and self-esteem of the working mothers who work in the health sector. Using quantitative data analysis and with the total participants of 234, this study found that partner supportiveness positively correlate to job satisfaction. Home life satisfaction and self esteem have significant effect on job satisfaction.

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