

Pengaruh work-life balance terhadap komitmen organisasi, kepuasan kerja, dan motivasi kerja terhadap kinerja individu pada karyawan perusahaan asuransi di Jakarta = The effect of work-life balance on organizational commitment, job Satisfaction, and job motivation on its effects on individual performance of employee at insurance company in Jakarta / Ryan Rene

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Abstrak

ABSTRAK

Penelitian bertujuan meneliti pengaruh work-life balance terhadap komitmen organisasi, kepuasan kerja, dan motivasi kerja. Penelitian juga meneliti pengaruh komitmen organisasi, kepuasan kerja, dan motivasi kerja terhadap kinerja individu. Penelitian dilakukan pada 190 karyawan di perusahaan asuransi di Jakarta Selatan. Hasil penelitian menunjukkan work-life balance berpengaruh signifikan terhadap kepuasan kerja namun work-life balance tidak memiliki pengaruh signifikan terhadap komitmen organisasi dan motivasi kerja. Penelitian juga menunjukkan bahwa komitmen organisasi, kepuasan kerja, dan motivasi kerja berpengaruh signifikan terhadap kinerja individu.

ABSTRACT

Research aims to investigate the effect of work-life balance on organizational commitment, job satisfaction, and job motivation. Research also analyzes the effect of organizational commitment, job satisfaction, and job motivation on individual performance. 190 employees at insurance company in South Jakarta have been surveyed. The result showed that work-life balance has significant effect with job satisfaction but the work-life balance has no significant effect with organizational commitment and work motivation. The research also showed that organizational commitment, job satisfaction, and job motivation have significant effect on individual performance.