

Pengaruh supervisor support terhadap job performance dan life satisfaction dengan role stressors dan work family enrichment sebagai variabel mediasi (Studi kasus pada karyawan perempuan yang sudah menikah dan bekerja di bank di daerah Jabodetabek). = Influence between supervisor support on job performance and life satisfaction with role stressors and work family enrichment as mediation variables (Case study of female employees married and working in banks in Jabodetabek).

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Abstrak

Meningkatnya tingkat partisipasi perempuan dalam dunia kerja, membuat peran yang dipegang cukup kompleks dan mendorongnya untuk berkomitmen dalam keluarga maupun pekerjaannya. Oleh karena itu, dukungan dari supervisor sebagai jembatan antara perusahaan dengan karyawan menjadi penting dalam mengarahkan serta mengontrol kinerja karyawannya agar tetap sesuai dengan tujuan perusahaan. Perusahaan lewat supervisor harus menemukan strategi untuk meningkatkan hubungan yang positif antara keluarga dengan pekerjaan dan dampaknya pada kepuasan hidup yang dirasakan. Penelitian ini bertujuan untuk mengetahui pengaruh dari supervisor support terhadap job performance dan life satisfaction dengan role conflict, role ambiguity, role overload, dan work family enrichment sebagai mediasi dengan menggunakan metode Structural Equation Modeling (SEM). Data penelitian diperoleh dari 242 karyawan perempuan yang sudah menikah dan bekerja di bank di Daerah Jabodetabek melalui kuesioner. Hasil penelitian menunjukkan bahwa supervisor support memiliki pengaruh positif terhadap job performance dan life satisfaction, dimana role ambiguity dan work family enrichment terbukti memediasi namun tidak dengan role conflict dan role overload.

.....The increasing level of women's participation in the world of work makes the roles held quite complex and encourages them to be committed in their family and work. Therefore, support from supervisors as a bridge between the company and employees becomes important in directing and controlling the performance of their employees so that they remain in accordance with company goals. Companies through supervisors must find strategies to enhance positive relationships between families and work and their impact on perceived life satisfaction. This study aims to determine the effect of supervisor support on job performance and life satisfaction with role conflict, role ambiguity, role overload, and work family enrichment as mediation using the Structural Equation Modeling (SEM) method. Research data were obtained from 242 female employees who were married and worked in banks in Jabodetabek through a questionnaire. The results showed that supervisor support has a positive influence on job performance and life satisfaction, where role ambiguity and work family enrichment are proven to mediate but not with role conflict and role overload.