

PENGARUH QUALITY OF WORK LIFE DAN GAYA KEPEMIMPINAN, TERHADAP KINERJA ANGGOTA BIRO SUMBER DAYA MANUSIA DI POLDA METRO JAYA DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING = THE EFFECT OF QUALITY OF WORK LIFE AND LEADERSHIP STYLE ON THE PERFORMANCE OF HUMAN RESOURCES BUREAU MEMBERS IN POLDA METRO JAYA WITH WORK SATISFACTION AS AN INTERVENING VARIABLE

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Abstrak

Penelitian ini dilakukan untuk mengkaji pengaruh Quality of work life, Quality of work life (X2), dan kinerja anggota pada Anggota Biro Sumber Daya Manusia di Polda Metro Jaya. Tujuan penelitian ini bersifat eksplanatory untuk menguji dan menganalisis pengaruh Quality of work life terhadap Quality of work life (X2); menguji dan menganalisis pengaruh Quality of work life terhadap kinerja anggota; menguji dan menganalisis pengaruh Quality of work life (X2) terhadap kinerja anggota; serta menguji dan menganalisis pengaruh Quality of work life terhadap kinerja anggota melalui Quality of work life (X2) sebagai variabel mediasi.

Metode yang digunakan dalam penelitian ini adalah penelitian kuantitatif dengan pengayaan data dari kualitatif. Penelitian kuantitatif dengan menggunakan metode survei dimana jumlah responden dalam penelitian ini terdiri dari 112 anggota Anggota Biro Sumber Daya Manusia di Polda Metro Jaya.

Pengambilan sampel dengan menggunakan metode sampel jenuh dimana seluruh populasi dijadikan sampel dalam penelitian. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah menggunakan kuesioner yang dibagikan kepada responden untuk selanjutnya dianalisis menggunakan software analisis SEM AMOS 22 untuk mengetahui pengaruh antar variabel. Skala Likert dalam pengukuran kuisisioner menggunakan 1-5 skala. Pengayaan data kualitatif dibangun berdasarkan hasil awal data kuantitatif untuk membuktikan, memperdalam dan memperluas data kuantitatif.

Hasil penelitian menunjukkan bahwa keseluruhan hipotesis yang diusulkan dapat diterima. Adapun faktor-faktor yang berpengaruh secara pengaruh positif yaitu Quality of work life terhadap Quality of work life (X2); Quality of work life terhadap kinerja anggota; Quality of work life (X2) terhadap kinerja anggota; dan Quality of work life terhadap kinerja anggota melalui Quality of work life (X2) yang artinya Quality of work life (X2) mampu menjadi variabel intervening antara Quality of work life terhadap kinerja anggota.

.....This research was conducted to examine the effect of Quality of work life, quality of work life, and member performance on Members of the Human Resources Bureau at Polda Metro Jaya. The purpose of this study is explanatory in nature to test and analyze the influence of the Quality of work life on the quality of work life; examine and analyze the effect of Quality of work life on member performance; examine and analyze the influence of the quality of work life on the performance of members; as well as testing and analyzing the effect of Quality of work life on member performance through the quality of work life as a mediating variable.

The method used in this research is quantitative research with qualitative data enrichment. Quantitative

research using the survey method where the number of respondents in this study consisted of 112 members of the Human Resources Bureau at Polda Metro Jaya. Sampling using the saturated sample method where the entire population is used as a sample in the study. The data collection technique used in this study was to use questionnaires which were distributed to respondents to be further analyzed using the SEM AMOS 22 analysis software to determine the effect between variables. The Likert scale in measuring questionnaires uses 1-5 scales. Qualitative data enrichment is built on the initial results of quantitative data to prove, deepen and expand quantitative data.

The results of the research show that the entire proposed hypothesis can be accepted. The factors that have a positive influence are the Quality of work life on the quality of work life; Quality of work life on member performance; quality of work life on member performance; and Quality of work life on member performance through quality of work life, which means that quality of work life can be an intervening variable between Quality of work life on member performance.