

Analisis pengaruh quality of work life terhadap work life balance yang dimediasi oleh job stress job satisfaction dan job commitment: studi kasus pada karyawan perusahaan jasa konsultan bisnis di Daerah Jabodetabek = Analysis of the effect of quality of work life on work life balance mediated by job stress job satisfaction and job commitment: case study of employees in a business consulting service company in The Jabodetabek Area

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh quality of work life terhadap work life balance melalui peran mediasi job stress, job satisfaction, dan job commitment pada karyawan yang bekerja pada perusahaan jasa konsultan bisnis di daerah Jabodetabek. Pendekatan yang digunakan adalah pendekatan kuantitatif dan bersifat single cross sectional. Responden sejumlah 225 orang terlibat dalam penelitian ini. Pengambilan data dilakukan dengan menggunakan kuesioner yang telah dikembangkan dari penelitian sebelumnya. Pengolahan data dilakukan dengan menggunakan teknik covariance based structural equation modeling. Temuan penelitian menunjukkan bahwa quality of work life berpengaruh secara tidak langsung melalui peran mediasi job stress, job satisfaction, dan job commitment terhadap work life balance.

Berdasarkan hasil penelitian ini secara praktis dapat disarankan bahwa untuk menciptakan keseimbangan kehidupan dan pekerjaan pada karyawan, manajemen perusahaan jasa konsultan dapat menciptakan lingkungan kerja atau kondisi kerja yang positif sehingga kelelahan kerja yang dirasakan oleh karyawan dapat berkurang, kepuasan kerja yang dirasakan meningkat, dan rasa ingin berkomitmen kerja yang tinggi. Secara teoritis penelitian ini dapat mengkonfirmasi penelitian-penelitian sebelumnya yang menyelidiki dinamika hubungan antara quality of work life, work life balance, job stress, job satisfaction, dan job commitment.

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This study aims to examine the effect of quality of work life on work life balance through the mediating role of job stress, job satisfaction, and job commitment in employees who work in business consulting services companies in the Jabodetabek area. The approach used is a quantitative approach and is single cross sectional. Respondents were 225 people involved in this study. Data collection was carried out using a questionnaire that had been developed from previous studies. Data processing was carried out using a covariance based structural equation modeling technique. The research findings show that the quality of work life has an indirect effect through the mediating role of job stress, job satisfaction, and job commitment to work life balance.

Based on the results of this study it can be practically suggested that in order to create a work-life balance for employees, the management of a consulting service company can create a positive work environment or working conditions so that the work fatigue felt by employees can be reduced, perceived job satisfaction increases, and a high sense of work commitment. Theoretically, this research can confirm previous studies that investigated the dynamics of the relationship between quality of work life, work life balance, job stress, job satisfaction, and job commitment.