

Pengaruh Work-Life Balance dan Job Burnout dengan Peran Organizational Support sebagai Variabel Moderasi terhadap Work Efforts: Studi Kasus pada Pekerja di Industri Perhotelan di Wilayah Jabodetabek = The Impact of Work-Life Balance and Job Burnout with the Role of Organizational Support as a Moderation Variable on Work Efforts: Case Study on Perhotelan Industry Workers in Jabodetabek Region

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Abstrak

Penelitian ini bertujuan untuk mengetahui apakah Organizational Support dapat memaksimalkan Work-life Balance dan meminimalisir dampak Job Burnout pada pekerja industri perhotelan di Jabodetabek. Terdapat empat hipotesis yang dirumuskan dalam studi ini. Dengan menggunakan pendekatan Structural Equation Modelling (SEM), penelitian ini mengumpulkan data dari 318 responden yang bekerja di perhotelan di Jabodetabek. Hasil penelitian menunjukkan Work-life Balance memiliki pengaruh negatif yang signifikan terhadap Job Burnout, dimana keseimbangan yang baik dapat mengurangi kelelahan kerja, terutama di industri perhotelan dengan jam kerja panjang. Organizational Support dapat memoderasi hubungan antara Work-life Balance dan Job Burnout, meskipun pengaruhnya tidak terlalu kuat. Dukungan organisasi seperti fleksibilitas jam kerja dapat membantu mengurangi kelelahan kerja. Job Burnout berpengaruh negatif terhadap Work Effort; semakin tinggi kelelahan kerja, semakin rendah upaya yang diberikan oleh karyawan, yang berdampak pada penurunan kinerja dan produktivitas. Work-life Balance memiliki pengaruh positif yang signifikan terhadap Work Effort; keseimbangan yang baik meningkatkan upaya dan produktivitas kerja karyawan.

.....This study aims to determine whether Organizational Support can maximize Work-life Balance and minimize the impact of Job Burnout on hospitality industry workers in Jabodetabek. There are five hypotheses formulated in this study. Using the Structural Equation Modeling (SEM) approach, this study collected data from 318 respondents working in hospitality in Jabodetabek. The results showed that Work-life Balance has a significant negative effect on Job Burnout, where a good balance can reduce work fatigue, especially in the hospitality industry with long working hours. Organizational Support can moderate the relationship between Work-life Balance and Job Burnout, although the effect is not too strong.

Organizational Support such as flexible working hours can help reduce work fatigue. Job Burnout has a negative effect on Work Effort; the higher the work fatigue, the lower the effort given by employees, which has an impact on decreased performance and productivity. Work-life Balance has a significant positive effect on Work Effort; a good balance increases employee Work Effort and productivity.