

HUBUNGAN ANTARA *WORK LIFE BALANCE* DENGAN KEPUASAN KERJA KARYAWAN DI PT. X

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ABSTRAK

Salah satu keberhasilan dan berkembangnya perusahaan adalah terciptanya kepuasan kerja karyawan sebagai perasaan positif mengenai penilaian pekerjaannya. Karyawan yang merasakan ketidakpuasan kerja akan menyebabkan tingginya ketidakhadiran karyawan hingga mengundurkan diri. Penelitian ini bertujuan untuk mengetahui Hubungan antara *Work Life Balance* (WIPL, PLIW, dan WPLE) dengan Kepuasan Kerja Karyawan di PT.X. Penelitian ini menggunakan metode kuantitatif korelasional dengan teknik analisis data korelasi Spearman dan uji tambahan yang digunakan adalah Mann-Whitney dan Kruskal-Wallis diolah menggunakan metode program statistik IBM *Statistical Package for the Social Sciences* (SPSS) versi 25. Responden penelitian yaitu karyawan produksi PT. X berjumlah 155 orang menggunakan teknik sampel *convenience sampling* dan pengumpulan data dilakukan dengan cara menyebar kuesioner online menggunakan *google form* dengan skala Likert. Berdasarkan hasil penelitian yang dilakukan bahwa terdapat hubungan yang signifikan antara *work life balance* (WIPL, PLIW dan WPLE) dengan kepuasan kerja karyawan di PT. X serta terdapat hubungan dan perbedaan yang signifikan antara masa kerja dan pendapatan perbulan karyawan dengan kepuasan kerja karyawan di PT. X. Penelitian ini mengimplikasikan bahwa dalam meningkatkan *work life balance* dan kepuasan kerja organisasi perlu memberikan pelatihan *building spirit, trust, and lasting relationship*, memberikan reward dan *flexible working hours* kepada karyawan.

Kata kunci: *Work Life Balance, Work Interference with Personal Life* (WIPL), *Personal Life Interference with Work* (PLIW), *Work Personal Life Enhancement* (WPLE), Kepuasan Kerja, Karyawan.

THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND JOB SATISFACTION OF EMPLOYEE IN PT.X

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ABSTRACT

One of the success and development of the company is the creation of employee job satisfaction as a positive feeling about job appraisal. Employees who feel job dissatisfaction will cause high employee absenteeism to resign. This research aims to determine the relationship between Work Life Balance (WIPL, PLIW, and WPLE) with Job Satisfaction of Employee at PT.X. This research uses correlational quantitative methods with Spearman correlation data analysis techniques and additional tests used are Mann-Whitney and Kruskal-Wallis processed using the IBM Statistical Package for the Social Sciences (SPSS) version 25 statistical program method. Research respondents are employees of the production of PT. X amounted to 155 people using convenience sampling and data collection was done by distributing online questionnaires using a google form with a Likert scale. Based on the results of research conducted that there is a significant relationship between work life balance (WIPL, PLIW and WPLE) with job satisfaction of employees at PT. X and there is a significant relationship and difference between years of service and monthly income of employees with job satisfaction of employees at PT. X. This research implies that in improving work life balance and job satisfaction, organizations need to provide building spirit, trust, and lasting relationship training, provide rewards and flexible working hours to employees.

Keywords: *Work Life Balance, Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Work Personal Life Enhancement (WPLE), Job Satisfaction, Employee.*