

Analisis pengaruh job related factors terhadap job satisfaction dengan work life balance sebagai mediator pada auditor yang bekerja di big four kantor akuntan publik kap di dki Jakarta = The effect of job related factors on job satisfaction mediated by work life balance among auditors who work at big four public accounting firm in Jakarta

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh beberapa job-related factors yang terdiri dari supervisor support, organizational support dan job value terhadap work-life balance dan job satisfaction pada para auditor yang bekerja di Empat Besar (Big Four) Kantor Akuntan Publik (KAP) di DKI Jakarta. Penelitian ini juga menganalisis adanya kemungkinan peran mediasi yang dilakukan oleh work-life balance dalam pengaruh job-related factors tersebut dengan job satisfaction. Analisis data dilakukan dengan menggunakan Multiple Regression dan hasilnya menunjukkan bahwa job-related factors yang memiliki pengaruh signifikan terhadap work-life balance adalah job value, sedangkan supervisor support dan organizational support tidak memiliki pengaruh yang signifikan terhadap work-life balance. Work-life balance berpengaruh secara signifikan terhadap job satisfaction. Supervisor support dan job value memiliki pengaruh yang signifikan terhadap job satisfaction. Selanjutnya, work-life balance secara partial memediasi pengaruh job value terhadap job satisfaction, sementara itu work-life balance tidak memediasi pengaruh supervisor support dan organizational support terhadap job satisfaction.

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This research aimed to analyze the effect of several job-related factors (supervisor support, organizational support, and job value) on work-life balance and job satisfaction among auditors who work at big four public accounting firms in Jakarta. This reasearch also aimed to explore the mediating role of work-life balance in the relationship between those job-related factors and job satisfaction. Multiple regression analysis demonstrated that the job value had significant effect on work-life balance among auditors while supervisor support and organizational support had not significant effect on work-life balance. Work-life balance had significant effect job satisfaction. Supervisor support and job value had significant effect on job satisfaction. It also confirmed that work-life balance partially mediated the associations between job value and job satisfaction.