

Analisis Pengaruh Supervisor Support terhadap Organizational Pride dan Job Satisfaction yang Dimediasi oleh Work-Life Balance (Studi Kasus pada Pegawai di Instansi Aguna Karya) = Analysis of the Effect of Supervisor Support on Organizational Pride and Job Satisfaction Mediated by Work-Life Balance (Case Study on Employees at Aguna Karya)

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Abstrak

Dalam pekerjaan, work-life balance dianggap sebagai salah satu faktor penting yang dapat mempengaruhi organizational pride dan job satisfaction. Untuk mencapai work-life balance, seorang pegawai harus mampu menyeimbangkan kehidupan di dalam dan di luar pekerjaannya. Work-life balance salah satunya dapat dipengaruhi oleh supervisor support. Penelitian kuantitatif ini bertujuan untuk menganalisis hubungan antara supervisor support, job satisfaction, dan organizational pride sebagai anteseden dan konsekuensi dari work-life balance. Data dari 319 responden yang merupakan bagian dari struktur organisasi pemerintah Instansi Aguna Karya berhasil dikumpulkan dan kemudian diolah menggunakan metode Structural Equation Modelling (SEM). Hasil penelitian ini menunjukkan bahwa terdapat hubungan positif antar variabel dalam penelitian, yaitu supervisor support, work-life balance, organizational pride, dan job satisfaction.

.....In the field of work, work-life balance is considered as one of the important factors that can affect organizational pride and job satisfaction. To achieve work-life balance, an employee must be able to balance life inside and outside his work. Work-life balance can be influenced by supervisor support. This quantitative research aims to analyze the relationship between supervisor support, job satisfaction, and organizational pride as antecedents and the consequences of work-life balance. Data from 319 respondents who were part of the Ministry of Finance's organizational structure were successfully collected and then processed using the Structural Equation Modeling (SEM) method. The results of this study indicate that there is a positive relationship between variables in the study, namely supervisor support, work-life balance, organizational pride, and job satisfaction.