

Analisis Peran Mediasi Work-Family Balance terhadap Hubungan antara Dukungan Sosial dan Kepuasan Kerja pada Pekerja Offshore di Industri Minyak dan Gas = Analysis of the Role of Work-Family Balance Mediation toward Relationship between Social Support and Job Satisfaction on the Offshore Worker in the Oil and Gas Industry

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Abstrak

Penelitian ini bertujuan untuk menganalisis *work-family balance* sebagai mediator dalam hubungan antara dukungan sosial dari *multiple* domain dan kepuasan kerja pekerja *offshore*. Penelitian ini menggunakan metode kuantitatif melalui pengisian kuesioner secara *self administered survey*. Sebanyak 230 responden telah mengisi kuesioner penelitian ini secara *online* dan *offline*. Metode analisis data yang digunakan adalah *Structural Equation Modeling* (SEM). Hasil penelitian menunjukkan bahwa *work-family balance* memiliki peran mediasi terhadap dua sumber dukungan sosial, yaitu dukungan atasan dan pasangan. Hal ini menunjukkan bahwa meningkatnya *work-family balance* dikarenakan dukungan sosial yang diterima oleh pekerja *offshore* yang berdampak pada kepuasan kerja. *Work-family balance* tidak memberikan nilai yang signifikan pada relasi dukungan rekan kerja terhadap kepuasan kerja, akan tetapi terdapat korelasi yang positif.

This research analyzes work-family balance as a mediator of the relationship between social support from multiple domain and job satisfaction on offshore workers. This research used quantitative methods employing self-administered survey. A total of 230 respondents filled out the questionnaire, both online and offline. The analysis involved the Structural Equation Modeling (SEM) method. The finding showed that work-family balance had a mediating role in two sources of social supports (supervisor support and partner support). This result indicated that increasing work family balance was due to social support received by offshore workers that affects job satisfaction. Work family balance did not provide significant effect on the relationship of co-worker support and job satisfaction; however, there was a positive correlation.