

Pengaruh Work-Life Balance Terhadap Work Effort Pekerja Di Industri Farmasi Dengan Peran Mediasi Psychological Wellbeing Dan Moderasi Job Satisfaction = The Effect of Work-Life Balance on The Work Effort of Workers in The Pharmaceutical Industry with The Mediating Role of Psychological Wellbeing and Moderation of Job Satisfaction

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Abstrak

Job Performance karyawan menjadi salah satu hal krusial yang mempengaruhi kinerja perusahaan sehingga perusahaan perlu memperhatikan kinerja karyawannya. Salah satu hal yang mempengaruhinya adalah work-life balance. Banyak peneliti telah menerangkan bahwa work-life balance karyawan merangsang psychological wellbeing yang memengaruhi job performance. Job performance sendiri merupakan output dari work effort. Penelitian ini menggunakan desain konklusif dan deskriptif dengan pengambilan data single-cross sectional dan self-ratings survei. Structural Equation Modelling digunakan untuk menganalisis data. Penelitian ini menemukan bahwa psychological wellbeing tidak memediasi pengaruh Work-life balance terhadap work effort. Namun tetap menemukan bahwa work-life balance mempengaruhi psychological wellbeing dan work effort. Hal ini membuktikan pentingnya work-life balance bagi karyawan dan perusahaan. Di sisi lain job satisfaction memoderasi pengaruh work-life balance terhadap psychological wellbeing dan langsung mempengaruhi psychological wellbeing. Berdasarkan hasil tersebut perusahaan perlu menciptakan lingkungan yang mendukung work-life balance karyawan agar dapat meningkatkan work effort dan psychological wellbeing karyawan. Di sisi lain job satisfaction karyawan juga harus mendapat perhatian serius oleh perusahaan sehingga psychological wellbeing karyawan juga meningkat.

.....Employee Job Performance is one of the crucial things that affect company performance so companies need to pay attention to the performance of their employees. One of the things that influence it is the work-life balance. Many researchers have explained that employee work-life balance stimulates psychological well-being which affects job performance. Job performance itself is the output of work effort. This study uses a conclusive and descriptive design with single-cross sectional data collection and survey self-ratings. Structural Equation Modeling is used to analyze the data. This study found that psychological well-being did not mediate the effect of work-life balance on work effort. However, they still find that work-life balance affects psychological well-being and work effort. This proves the importance of work-life balance for employees and the company. On the other hand, job satisfaction moderates the effect of work-life balance on psychological well-being and directly affects psychological well-being. Based on these results, companies need to create an environment that supports work-life balance of employees in order to increase work effort and psychological well-being of employees. On the other hand, employee job satisfaction must also receive serious attention from the company so that the psychological well-being of employees also increases.