

Pengaruh Lingkungan Kerja terhadap Lingkungan Keluarga dimediasi oleh Organization-Based Self-Esteem (Studi Kasus : Kantor Pusat BKN) = The Effect of Work Environment on Family Environment is mediated by Organization-Based Self-Esteem Case study at Headquarters BKN

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Abstrak

Penelitian ini bertujuan untuk mengetahui tingkat servant leadership, job social support, organization-based self-esteem, family satisfaction dan family quality of life pada Kantor Pusat Badan Kepegawaian Negara. Selain itu penelitian ini juga ingin mengetahui pengaruh organization-based self-esteem sebagai mediator dari variabel servant leadership dan job social support terhadap family satisfaction dan family quality of life. Responden penelitian adalah 100 pegawai tetap Kantor Pusat BKN pada berbagai bidang dan tingkatan yang sudah bekerja lebih dari satu tahun dan sudah menikah. Pengujian pengaruh antar variabel dalam penelitian ini menggunakan regresi pada aplikasi SPSS. Hasil penelitian menunjukkan bahwa job social support, organization-based self-esteem, family satisfaction dan family quality of life masuk dalam kategori tinggi sedangkan servant leadership masuk dalam kategori sedang. Selain itu hasil penelitian ini menunjukkan organization-based self-esteem memediasi pengaruh antara variabel servant leadership terhadap variabel family satisfaction secara penuh (ful mediation), organization-based self-esteem memediasi pengaruh antara variabel servant leadership terhadap variabel family quality of life secara parsial (partial mediation) serta organization-based self-esteem memediasi pengaruh antara variabel job social support terhadap variabel family satisfaction dan family quality of life secara penuh (full mediation).

.....This study aims to determine the level of servant leadership, job social support, organization-based self-esteem, family satisfaction and family quality of life at the Headquarters of the State Civil Service Agency (Kantor Pusat Badan Kepegawaian Negara). In addition, this study also wants to know the effect of organization-based self-esteem as a mediator of servant leadership and job social variables support for family satisfaction and family quality of life. The research respondents were 100 permanent employees at the BKN Headquarters in various fields and levels who had worked for more than one year and were married. Testing the influence between variables in this study uses regression in the SPSS application. The results showed that job social support, organization-based self-esteem, family satisfaction and family quality of life are in the the high category while servant leadership are in the medium category. In addition, the results of this study show that organization-based self-esteem fully mediates the effect of servant leadership variables on the family satisfaction, organization-based self-esteem partialy mediates the effect of servant leadership variables on family quality of life variables and organization-based self-esteem fully mediates the effect of job social variables support to family satisfaction and family quality of life.