

# Peran Mediasi Kepuasan Kerja terhadap Pengaruh Work-Life Balance dan Motivasi Kerja terhadap Komitmen Kerja pada Pegawai Markas Besar Badan Narkotika Nasional Indonesia = The Mediating Role of Job Satisfaction on the Influence of Work-Life Balance and Work Motivation on Work Commitment in Employees at the Headquarters of the Indonesian National Narcotics Agency

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## Abstrak

Organisasi dalam berbagai macam bentuk dan latar belakang senantiasa dituntut untuk terus mengikuti perubahan kebijakan dan dinamika lingkungan eksternal. Maka dari itu, diperlukan perhatian organisasi dalam mempertimbangkan faktor-faktor yang sekiranya dapat berpengaruh dalam pengambilan kebijakan seperti work-life balance, motivasi kerja, kepuasan kerja, dan komitmen kerja. Penelitian ini bertujuan untuk mendalami pengaruh dari motivasi kerja dan work-life balance terhadap komitmen kerja serta bagaimana kepuasan kerja dapat memediasi pengaruh motivasi kerja dan work-life balance terhadap komitmen kerja pegawai Markas Besar Badan Narkotika Nasional. Berdasarkan pengumpulan data responden, diperoleh 292 data yang valid dan dapat dilakukan analisis lebih lanjut. Penelitian ini menemukan bahwa secara langsung, work-life balance dan motivasi kerja tidak berpengaruh secara signifikan terhadap komitmen kerja pegawai. Namun secara tidak langsung, terdapat hubungan signifikan antara work-life balance dan motivasi kerja terhadap komitmen kerja yang dimediasi oleh kepuasan kerja. Atas hal tersebut, pembuat kebijakan di Markas Besar Badan Narkotika Nasional harus menaruh perhatian terhadap work-life balance, motivasi kerja, dan kepuasan kerja dalam upaya meningkatkan komitmen kerja pegawai. Selain itu, organisasi juga perlu mempertimbangkan motivasi kerja serta work-life balance dalam meningkatkan kepuasan kerja pegawai.

.....Organizations in various forms and backgrounds are always required to continue to follow changes in policy and dynamics of the external environment. Therefore, organizational attention is needed in considering factors that could influence policy making such as work-life balance, work motivation, job satisfaction and work commitment. This research aims to explore the influence of work motivation and work-life balance on work commitment and how job satisfaction can mediate the influence of work motivation and work-life balance on the work commitment of employees at the National Narcotics Agency Headquarters. Based on the collection of respondent data, 292 valid data were obtained and further analysis could be carried out. This research found that directly, work-life balance and work motivation did not significantly influence employee work commitment. However, indirectly, there is a significant relationship between work-life balance and work motivation on work commitment which is mediated by job satisfaction. Due to this, policy makers at the National Narcotics Agency Headquarters must pay attention to work-life balance, work motivation and job satisfaction in an effort to increase employee work commitment. Apart from that, organizations also need to consider work motivation and work-life balance in increasing employee job satisfaction.