

Pengaruh Otonomi Kerja, Dukungan Atasan, Dukungan Organisasi, Work-Life Balance Terhadap Kepuasan Kerja Pegawai = The Influence of Work Autonomy, Superiors Support, Organizational Support, Work-Life Balance on Employee Job Satisfaction

Wildan Sholihin, author

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Otonomi Kerja, Dukungan Atasan, Dukungan Organisasi, Work-Life Balance Terhadap Kepuasan Kerja Pegawai di Direktorat Fasilitas Kepabeanan, Direktorat Jenderal Bea dan Cukai. Setiap pegawai di Direktorat Fasilitas Kepabeanan diharapkan mendapatkan otonomi kerja saat bekerja, mendapatkan dukungan atasan dan dukungan organisasi serta memiliki Work-Life Balance yang baik sehingga dapat meningkatkan Kepuasan Kerja pegawai. Penelitian ini adalah penelitian kuantitatif dengan menggunakan metode Analisis Data Deskriptif, Uji Asumsi Klasik, Uji Regresi Berganda dan Uji Hipotesis. Responden penelitian sejumlah 69 orang pada Direktorat Fasilitas Kepabeanan, Direktorat Jenderal Bea dan Cukai. Hasil penelitian ini menunjukkan bahwa secara parsial terdapat pengaruh positif antara Dukungan Atasan dan Dukungan Organisasi terhadap Kepuasan Kerja pegawai, namun tidak terdapat pengaruh yang signifikan antara Otonomi Kerja dan Work-Life Balance terhadap Kepuasan Kerja pegawai. Sedangkan secara simultan terdapat pengaruh positif antara Otonomi Kerja, Dukungan Atasan, Dukungan Organisasi dan Work-Life Balance terhadap Kepuasan Kerja pegawai.This study aims to determine the effect of Work Autonomy, Superiors Support, Organizational Support, Work-Life Balance on Employee Job Satisfaction at the Directorate of Customs Facilities, Directorate General of Customs and Excise. Every employee in the Directorate of Customs Facilities is expected to have work autonomy while working, to get support from supervisors and organizational support and to have a good Work-Life Balance so as to increase employee job satisfaction. This research is a quantitative research using Descriptive Data Analysis, Classical Assumption Test, Multiple Regression Test and Hypothesis Testing. The research respondents were 69 people at the Directorate of Customs Facilities, Directorate General of Customs and Excise. The results of this study indicate that partially there is a positive influence between Superiors Support and Organizational Support on Employee Job Satisfaction, but there is no significant effect between Work Autonomy and Work-Life Balance on employee job satisfaction. Meanwhile, simultaneously there is a positive influence between Work Autonomy, Supervisor Support, Organizational Support and Work-Life Balance on Employee Job Satisfaction.