

**Personal Values as Moderator between Quality of Work Life
and Work Motivation
(Case Study at Ministry X, Unit of BPSDM)**

Mia Indriyani
Rostiana
Yohanes Budiarto
Universitas Tarumanagara

Abstract

The purpose of this research is to know how the quality of work life can affect work motivation while personal values as moderator variable into employee of BPSDM at Ministry X. A hundred and fifty respondents were involved in this research. There are three measuring tools that applied to this research, "quality of work life" from Robbins (2012) - 3 dimensions and 17 items, "quality of work life" from Walton Hackman and Oldham (a development from Tarumanegara University 2012) - 9 dimensions and 96 items, and "personal value" from Schwartz (2011) - 10 dimensions and 80 items.

From Partial Least Square (PLS) tool that used to analyze data, the results show that the quality of work life affect the work motivation positive and significantly, the personal value also affect the work motivation positive and significantly, but the personal value not moderated the quality of work life into the work motivation.

This research also find supervisory as a significant aspect of the quality of work that affect work motivation. Universalism value as a dominant personal value. The personal value is not moderated any effect of quality of work to the work motivation. It means to increase the employee motivation does not have to reckon individual factor or any personal value. Therefore, this research give suggestion to increase supervisory aspect of the quality of work life by developing top employee soft skills in giving instruction, guidance, developing, supporting, and listening to their team.

Key word: Quality of work life, work motivation, personal values