

The Role of Kepuasan Kerja as a mediator between Keseimbangan hidup kerja to Employee's Komitmen Organisasi at PT. X

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Abstract

In this era of globalization, Employee's commitment in a company is important. The company has spend expenses to find employees who fit in the company so that the company must retain the employee in the long term. Employee's commitment is related to the magnitude of the work, the desire to resign and increase the employee who resigned.

This study aims to understand the role of Kepuasan Kerja as a mediator between keseimbangan hidup kerja to Komitmen Organisasi of employees. This study was conducted at one company in Jakarta with a sample of 152 employees. The results of this study do not support previous studies.

The results of this study found that there is no role between Kepuasan Kerja variables on Komitmen Organisasi with value $R = 0.045$, $R^2 = 0.002$ and $\Delta R^2 = -0.005$. This study also found that there is no role between keseimbangan hidup kerja variable to Komitmen Organisasi with value $R = 0.039$, $R^2 = 0.002$ and $\Delta R^2 = -0.005$. This study also found that there is no role between keseimbangan hidup kerja to Kepuasan Kerja with value $R = 0.092$, $R^2 = 0.008$ and $\Delta R^2 = 0.002$. Based on the results of this study can be concluded that the results of this study does not support the mediator model suggested by Baron and Kenny (1986).

Keywords: Kepuasan Kerja, Keseimbangan hidup kerja, Komitmen Organisasi.

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