

ABSTRAK

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Pengaruh *Work-life Balance*, Stres Kerja, dan Kepuasan Kerja Terhadap Komitmen Organisasi PT. Banyupenta Maskom Wijaya Serta Tinjauannya

Dari Sudut Pandang Islam

139 halaman + cxxxix halaman + 17 tabel + 2 gambar dan 3 lampiran

Abstrak

Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh *work-life balance*, stres kerja, dan kepuasan kerja terhadap komitmen organisasi. Sampel dalam penelitian ini adalah karyawan PT. Banyupenta Maskom Wijaya yang berjumlah 30 orang. Dengan teknik pengambilan sampel jenuh (sensus). Metode pengumpulan data dengan menggunakan instrumen kuesioner. Analisis data menggunakan analisis regresi linier berganda.

Hasil penelitian menunjukkan bahwa: (1) secara parsial *work-life balance* memiliki pengaruh positif dan signifikan terhadap komitmen organisasi (2) secara parsial stres kerja memiliki pengaruh negatif dan signifikan terhadap komitmen organisasi (3) secara parsial kepuasan kerja memiliki pengaruh positif dan signifikan terhadap komitmen organisasi (4) *work-life balance*, stres kerja, dan kepuasan kerja secara simultan berpengaruh signifikan terhadap komitmen organisasi.

Dalam islam jika ingin tujuan perusahaan dapat tercapai, maka atasan harus selalu bersikap adil dengan para pegawainya, selain itu pegawai juga harus mampu menjalankan dua perannya antara kehidupan kerja dengan dunia pribadi. Meskipun pegawai diberikan tekanan dan beban kerja, pegawai harus beristiqomah atas perjanjian yang telah disepakati.

Kata Kunci: *Work-life Balance*, Stres Kerja, Kepuasan Kerja, Komitmen Organisasi

ABSTRACT

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The Influence of Work-life Balance, Job Stress, and Job Satisfaction on Organizational Commitment of PT. Banyupenta Maskom Wijaya and Its Review from an Islamic Perspective

139 pages + cxxxix pages + 17 tables + 2 pictures and 3 attachments

Abstract

This research was conducted to examine the effect of work-life balance, job stress, and job satisfaction on organizational commitment. The sample used in this study were 30 employees of PT. Banyupenta Maskom Wijaya. With a saturated census sample technique. The method of collecting data using a questionnaire instrument. The data analysis used multiple linear regression analysis.

The results showed that: (1) work-life balance has a positive and significant effect on organizational commitment. (2) job stress has a negative and significant effect on organizational commitment. (3) job satisfaction has a positive and significant effect on organizational commitment. (4) work-life balance, job stress, and job satisfaction have a significant effect on organizational commitment.

In the Islamic view, if the company's goals are to be achieved, then superiors must always be fair with their employees. In addition, employees must also be able to carry out their two roles between work life and personal life. Even though employees are given pressure and workload, employees must be istiqomah on the agreed agreement.

Keywords: Work-life Balance, Job Stress, Job Satisfaction, Organizational Commitment