

ABSTRAK

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“Pengaruh *Perceived Organizational Support (POS)* Dan Beban Kerja Terhadap *Organizational Commitment* Dengan *Work-Life Balance* Sebagai Variabel Intervening Serta Tinjauannya Dari Sudut Pandang Islam (Studi Pada Karyawan Kantor Pusat PT Kusumomegah Jayasakti) “.

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis apakah *work-life balance* memiliki peran sebagai variabel intervening dalam hubungan antara *perceived organizational support* dan *beban kerja* terhadap *organizational commitment*. Penelitian ini dilakukan pada seluruh karyawan yang bekerja di kantor pusat PT Kusumomegah Jayasakti, dengan jumlah responden sebanyak 113 orang melalui teknik *sampling jenuh*. Analisis data dalam penelitian ini dilakukan dengan menggunakan pendekatan *Partial Least Square Structural Equation Modeling (PLS-SEM)* melalui bantuan perangkat lunak SmartPLS versi 4. Hasil penelitian ini menunjukkan bahwa: (1) *Perceived organizational support* berpengaruh positif dan signifikan terhadap *work-life balance* (2) Beban kerja tidak berpengaruh signifikan terhadap *work-life balance* (3) *Perceived organizational support* berpengaruh positif dan signifikan terhadap *organizational commitment* (4) Beban kerja tidak berpengaruh signifikan terhadap *organizational commitment* (5) *Work-life balance* berpengaruh positif dan signifikan terhadap *organizational commitment* (6) *Work-life balance* memediasi pengaruh *perceived organizational support* terhadap *organizational commitment* (7) *Work-life balance* tidak memediasi pengaruh beban kerja terhadap *organizational commitment*. Secara keseluruhan, *perceived organizational support*, beban kerja, *organizational commitment*, dan *work-life balance* sudah sesuai dengan perspektif Islam.

Kata Kunci: *Perceived Organizational Support*, Beban Kerja, *Organizational Commitment*, *Work-Life Balance*

ABSTRACT

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“The Influence of Perceived Organizational Support and Workload on Organizational Commitment with Work-Life Balance as an Intervening Variable and Its Review from an Islamic Perspective (A Study on the Employees of the Head Office of PT Kusumomegah Jayasakti)”

Abstract Description

This study aims to examine and analyze the mediating role of work-life balance in the relationship between perceived organizational support and workload on organizational commitment. The research was conducted on the entire population of employees at the Head Office of PT Kusumomegah Jayasakti, comprising 113 respondents, using a saturated sampling technique. Data were analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) approach, facilitated by the SmartPLS version 4 software. The findings of the study reveal that: (1) Perceived organizational support exerts a positive and significant influence on work-life balance; (2) Workload has no significant effect on work-life balance; (3) Perceived organizational support positively and significantly influences organizational commitment; (4) Workload has no significant effect on organizational commitment; (5) Work-life balance has a positive and significant effect on organizational commitment; (6) Work-life balance serves as a mediating variable in the relationship between perceived organizational support and organizational commitment; (7) Work-life balance does not mediate the relationship between workload and organizational commitment. Overall, the variables of perceived organizational support, workload, work-life balance, and organizational commitment is in accordance with the Islamic perspective..

Keywords: *Perceived Organizational Support, Workload, Organizational Commitment, Work-Life Balance*