

# PENGARUH *WORK LIFE BALANCE* TERHADAP KEPUASAN KERJA KARYAWAN CV MULYA GEMILANG

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## ABSTRAK

*CV Mulya Gemilang merupakan perusahaan yang bergerak di bidang distribusi seperti: sabun, sandal, parfum, popok, minyak, dan masih banyak lainnya. CV Mulya Gemilang memiliki beberapa cabang, pusatnya terletak di Purwokerto Jawa Tengah. Perusahaan ini mempunyai admin, sales, supervisor, kepala gudang, dan supir. Dalam perusahaan sering kali mendapati permasalahan yaitu karyawan bekerja melebihi jam kerja normalnya atau kerja lembur, dimana permasalahan tersebut mengganggu keseimbangan antara pekerjaan dengan kehidupan di luar pekerjaan itu sendiri permasalahan tersebut dapat mempengaruhi kepuasan kerja karyawan CV Mulya Gemilang. Dari permasalahan tersebut maka penelitian ini bertujuan untuk mengetahui pengaruh work life balance terhadap kepuasan kerja karyawan CV Mulya Gemilang. Pada penelitian ini peneliti mengambil subjek penelitian sebanyak 75 karyawan CV Mulya Gemilang. Penelitian ini menggunakan metode kuantitatif, serta menggunakan dua alat ukur yaitu skala kepuasan kerja dan skala work life balance. Penelitian ini menggunakan uji regresi non linier. Hasil dari penelitian menunjukkan nilai signifikansi sebesar 0,000 ( $p < 0,05$ ) artinya work life balance berpengaruh terhadap kepuasan kerja. Berdasarkan Sumbangan efektif (SE) setiap aspek work life balance menurut Fisher dkk (2019) yang berkontribusi tinggi terhadap kepuasan kerja dimulai dari aspek Work Interference with Personal Life 13,5%, aspek Work Enhancement of Personal 9%, aspek Personal Life Interference with Work 6,2% dan Personal Life Enhancement of Work 1,1%. Aspek Work Interference with Personal Life merupakan aspek yang paling berpengaruh terhadap kepuasan kerja karyawan dalam penelitian ini.*

**Kata kunci:** *Kepuasan Kerja, Kuantitatif, Pengaruh Work Life Balance*

# THE INFLUENCE OF WORK LIFE BALANCE ON JOB SATISFACTION OF CV MULYA GEMILANG EMPLOYEES

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## ABSTRACT

*CV Mulya Gemilang is a company that operates in the distribution sector such as: soap, sandals, perfume, diapers, oil, and many others. CV Mulya Gemilang has several branches, the center is located in Purwokerto, Central Java. This company has admin, sales, supervisors, warehouse heads and drivers. In companies, problems are often encountered, namely employees working beyond normal working hours or working overtime, where these problems disrupt the balance between work and life outside of work. These problems can affect the job satisfaction of CV Mulya Gemilang employees. Based on these problems, this research aims to determine the effect of work life balance on the job satisfaction of CV Mulya Gemilang employees. In this study, the researchers took 75 CV Mulya Gemilang employees as research subjects. This research uses quantitative methods, and uses two measuring tools, namely the job satisfaction scale and the work life balance scale. This research uses a non-linear regression test. The results of the research show a significance value of 0.000 ( $p < 0.05$ ), meaning that work life balance has an effect on job satisfaction. Based on effective contribution (SE), each aspect of work life balance according to Fisher et al (2019) which contributes highly to job satisfaction starting from the Work Interference with Personal Life aspect 13.5%, the Work Enhancement of Personal aspect 9%, the Personal Life Interference with Work aspect 6.2% and Personal Life Enhancement of Work 1.1%. The Work Interference with Personal Life aspect is the aspect that has the most influence on employee job satisfaction in this research.*

**Keywords:** Job satisfaction, Quantitative, Influence Work Life Balance