

PENGARUH WORK LIFE BALANCE TERHADAP JOB SATISFACTION PADA KARYAWAN KANTOR SENTRAL PENGOLAHAN POS YOGYAKARTA

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ABSTRAK

Perusahaan perlu mempertimbangkan tingkat job satisfaction karyawan sebagai elemen utama dalam mengoptimalkan kemampuan sumber daya manusia. Salah satu faktor yang mempengaruhi job satisfaction adalah work life balance, yang penting untuk keseimbangan antara aktivitas pribadi dan pekerjaan. Pos Logistik Indonesia menghadapi berbagai tantangan, termasuk di Kantor Sentral Pengolahan Pos Yogyakarta, di mana tingginya target dan sistem kerja shift yang fleksibel namun tidak diatur langsung oleh perusahaan menciptakan kesulitan bagi karyawan dalam menyeimbangkan pekerjaan dan kehidupan pribadi. Fenomena ini menyoroti pentingnya work life balance dalam menjaga produktivitas dan kesejahteraan karyawan, serta perlunya penelitian lebih lanjut untuk memahami tantangan dalam manajemen sumber daya manusia di industri logistik. Penelitian ini bertujuan untuk mengetahui pengaruh work life balance terhadap job satisfaction pada karyawan Kantor Sentral Pengolahan Pos Yogyakarta. Metode yang digunakan adalah kuantitatif dengan populasi 124 karyawan aktif berusia 27-45 tahun. Teknik pengambilan sampel menggunakan non probability sampling dengan metode purposive sampling. Data dikumpulkan menggunakan skala psikologi work life balance, disusun mengacu pada aspek-aspek yang dikemukakan Fisher et al., (2009) dan job satisfaction mengacu pada aspek-aspek yang dikemukakan oleh Robbins & Judge (2015). Pengujian hipotesis menggunakan regresi linier sederhana. Hasil penelitian menunjukkan kontribusi work life balance terhadap job satisfaction sebesar 8,5% dengan nilai signifikansi 0,001 ($p < 0,05$), menunjukkan pengaruh positif signifikan antara work life balance dan job satisfaction pada karyawan Kantor Sentral Pengolahan Pos Yogyakarta.

Kata Kunci: Kantor Sentral Pengolahan Pos Yogyakarta, Job Satisfaction, Work Life Balance

THE EFFECT OF WORK-LIFE BALANCE ON JOB SATISFACTION AMONG EMPLOYEES AT THE CENTRAL MAIL PROCESSING OFFICE OF YOGYAKARTA

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ABSTRACT

Companies must consider the job satisfaction level of their employees as a crucial factor in maximizing human resource capabilities. Work-life balance is a significant determinant of job satisfaction and is vital in maintaining equilibrium between personal and professional responsibilities. Post Logistic Indonesia encounters several challenges, particularly at the Central Post Processing Office in Yogyakarta, where high-performance targets and a flexible shift system, not directly regulated by the company, pose obstacles for employees in managing their work and personal lives. This situation underscores the significance of work-life balance in sustaining employee well-being and productivity and the necessity for further investigation to comprehend the complexities of human resource management in the logistics sector. This research seeks to assess the impact of work-life balance on job satisfaction among employees at the Central Post Processing Office in Yogyakarta, utilizing a quantitative approach with a sample of 124 active employees aged 27-45 years. The sampling method utilized is non-probability sampling using the purposive sampling technique. We collected data using psychological scales for work-life balance, as proposed by Fisher et al. (2009), and for job satisfaction, as proposed by Robbins & Judge (2015). Simple linear regression is utilized in hypothesis testing. The findings indicated that work-life balance contributes 8.5% to job satisfaction, with a significance value of 0.001 ($p < 0.05$). This suggests a significant positive impact of work-life balance on job satisfaction among employees at the Central Post Processing Office in Yogyakarta.

Keywords: Yogyakarta Postal Processing Central Office, Job Satisfaction, Work Life Balance