

**PENGARUH *WORK-LIFE BALANCE* DAN *EMPLOYEE WELL-BEING*
TERHADAP *JOB SATISFACTION* PADA *FRESH GRADUATE* DI
DAERAH ISTIMEWA YOGYAKARTA**

Khumairoh Syifa' Salsabillah

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *wrok-life balance* dan *employee well-being* terhadap *job satisfaction* pada *fresh graduate* di Daerah Istimewa Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan data primer yang diperoleh melalui penyebaran kuesiner kepada 72 responden. Teknik pengambilan sampel menggunakan *non-probability sampling* dengan metode *purposive sampling*. Pengujian instrumen dilakukan melalui uji validitas dan reliabilitas. Analisis data meliputi uji asumsi klasik (normalitas, linearitas, multikolinearitas, dan heterokedastisitas), analisis regresi linear berganda, serta uji hipotesis melalui uji t (parsial), uji f (simultan), dan koefisien determinasi (R^2). Hasil penelitian ini menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap *job satisfaction* dengan nilai t hitung $3,140 > t$ tabel $1,667$ dan signifikansi $0,002 < 0,05$. *Employee well-being* juga berpengaruh positif dan signifikan terhadap *job satisfaction* dengan nilai t hitung $15,989 > t$ tabel $1,667$ dan signifikansi $0,000 < 0,05$. Secara simultan, kedua variabel independen tersebut berpengaruh signifikan terhadap *job satisfaction* dengan nilai f hitung $> 139,680 > f$ tabel $3,130$ dan nilai signifikansi $0,000 < 0,05$. Koefisien determinasi (*adjusted* R^2) sebesar $0,796$ menunjukkan bahwa $79,6\%$ variasi *job satisfaction* dapat dijelaskan oleh *work-life balance* dan *employee well-being*, sedangkan sisanya sebesar $20,4\%$ dipengaruhi oleh variabel lain di luar model penelitian ini.

Kata Kunci: *Work-Life Balance, Employee Well-Being, Job Satisfaction*

09/13/20


THE EFFECT OF WORK-LIFE BALANCE AND EMPLOYEE WELL-BEING ON JOB SATISFACTION OF FRESH GRADUATES IN THE SPECIAL REGION OF YOGYAKARTA

Khumairoh Syifa' Salsabillah

Abstract

*This study aims to investigate the impact of work-life balance and employee well-being on job satisfaction among recent graduates in the Special Region of Yogyakarta. A quantitative approach was adopted, with primary data collected through questionnaires distributed to 72 respondents. The sampling technique employed was non-probability sampling, specifically purposive sampling. Instrument testing was carried out using validity and reliability tests. Data analysis included classical assumption tests (normality, linearity, multicollinearity, and heteroscedasticity), multiple linear regression analysis, and hypothesis testing through partial *t*-tests, simultaneous *F*-tests, and the coefficient of determination (R^2). The results indicate that work-life balance has a positive and significant effect on job satisfaction, with a *t*-value of 3.140 (greater than the *t*-table value of 1.667) and a significance level of 0.002 (less than 0.05). Employee well-being also has a positive and significant effect on job satisfaction, with a *t*-value of 15.989 (greater than 1.667) and a significance level of 0.000 (less than 0.05). When considered simultaneously, both independent variables significantly influence job satisfaction, with an *F*-value of 139.680 (greater than the *F*-table value of 3.130) and a significance level of 0.000 (less than 0.005). The coefficient of determination (Adjusted R^2) of 0.796 indicates that 79.6% of the variation in job satisfaction is explained by work-life balance and employee well-being, while the remaining 20.4% is influenced by other variables not covered in this study.*

Keyword: *Work-Life Balance, Employee Well-Being, Job Satisfaction*