

EFFECT OF QUALITY OF WORK LIFE, EMPLOYEE COMMITMENT AND WORK MOTIVATION ON EMPLOYEE JOB SATISFACTION AT THE MINISTRY OF INVESTMENT

By Oki Rahmatna Tiba

Abstract

Based on a survey conducted to employees to measure the level of job satisfaction during the Covid-19 pandemic, there was a decrease in job satisfaction. Reducing job satisfaction can be indicated by the number of employees who resign or move to other agencies. The purpose of this study is to investigate and demonstrate whether there is a relationship between job happiness and the quality of one's work life, employee commitment, and work motivation. This research method is descriptive quantitative with a sample of 86 respondents from the Ministry of Investment/BKPM employees. The descriptive and inferential data analysis techniques were utilized in conjunction with the SmartPLS version 3.2.7 analysis tool to produce the results. As a result of the findings, quality of life had an effect on job satisfaction, employee commitment had an effect on job satisfaction, and work motivation had no effect on job satisfaction.

Keywords: *Quality of Work Life, Employee Commitment, Work Motivation, Job Satisfaction*

PENGARUH KUALITAS KEHIDUPAN KERJA, KOMITMEN PEGAWAI DAN MOTIVASI KERJA TERHADAP KEPUASAN KERJA PEGAWAI DI KEMENTERIAN INVESTASI

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Abstrak

Berdasarkan survei yang dilakukan kepada pegawai untuk mengukur tingkat kepuasan kerja pada masa pandemic Covid-19, terdapat penurunan kepuasan kerja. Menurunkan kepuasan kerja dapat ditandai dengan banyaknya pegawai yang resign maupun berpindah ke instansi lain. Penelitian ini bertujuan untuk menganalisis dan membuktikan apakah terdapat pengaruh antara kualitas kehidupan kerja, komitmen pegawai, dan motivasi kerja terhadap kepuasan kerja. Metode penelitian ini yaitu deskriptif kuantitatif dengan sampel pegawai Kementerian Investasi/BKPM sebanyak 86 responden. Teknik analisis data deskriptif dan inferensial digunakan bersama dengan alat bantu *tools* aplikasi analisis bernama SmartPLS versi 3.2.7 untuk memberikan hasil analisis dari penelitian. Penelitian yang telah dilakukan menunjukkan hasil bahwa kualitas kehidupan kerja berpengaruh terhadap kepuasan kerja, komitmen pegawai berpengaruh terhadap kepuasan kerja, dan motivasi kerja tidak berpengaruh terhadap kepuasan kerja.

Kata kunci: Kualitas Kehidupan Kerja, Komitmen pegawai, Motivasi Kerja, Kepuasan Kerja