

ABSTRAK

PENGARUH *QUALITY OF WORKLIFE* TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA KARYAWAN

Oleh

FAJAR NURROHMAH

Peneitian ini bertujuan untuk menganalisis pengaruh *quality of worklife* terhadap kinerja karyawan melalui kepuasan kerja karyawan. Jenis penelitian ini adalah eksplanatori, dengan jumlah sampel sebanyak 68 responden yang diambil dari karyawan Surat Kabar Harian Lampung Post.

Analisis menggunakan SmartPLS 3.0 menunjukkan bahwa dimensi lingkungan kerja pada *quality of worklife* berpengaruh paling besar terhadap kepuasan kerja karyawan. Dimensi rasa bangga dengan pekerjaan memberikan pengaruh terbesar dalam peningkatan kinerja karyawan. Sedangkan dimensi pengembangan karir tidak berpengaruh secara signifikan terhadap kinerja karyawan. Dimensi kondisi kerja memberikan pengaruh terbesar bagi kinerja karyawan. Sedangkan kesempatan promosi dan gaji tidak berpengaruh secara signifikan terhadap kinerja karyawan.

Hasil penelitian juga menunjukkan bahwa *quality of worklife* berpengaruh signifikan terhadap kepuasan kerja karyawan. Namun, *quality of worklife* tidak berpengaruh secara signifikan terhadap kinerja karyawan. Variabel kepuasan kerja karyawan secara signifikan berpengaruh terhadap kinerja karyawan. Serta *quality of worklife* berpengaruh terhadap kinerja karyawan melalui kepuasan kerja karyawan.

Kata kunci: *Quality of Worklife*, Kinerja, Kepuasan Karyawan

ABSTRACT

INFLUENCE QUALITY OF WORKLIFE ON THE EMPLOYEE PERFORMANCE THROUGH EMPLOYEE JOB SATISFACTION

By

FAJAR NURROHMAH

The research aims to analyze the influence of quality of worklife on employee performance through employee job satisfaction. This type of research is explanatory, with the number of samples of 68 respondents taken from employees Daily Newspaper Lampung Post

Analisis using SmartPls 3.0 shows that the work environment dimension on the quality of worklife has greatest effect on employee job satisfaction. The job of pride dimension has the greatest influence in improving employee performance. While the dimension of career development have no significant effect on employee performance. The dimensions of working conditions provide the greatest impact on employee performance. While the promotion and salary opportunity doesn't significantly affect employee performance.

The result also indicate that the quality of worklife has a significant affect on employee satisfaction. However, the quality ofworklife has no significant affect on employee performance. And quality of worklife affect on employee performance throught employee job satisfaction.

Keyword: Quality of Worklife, Performance, Employee Job Satisfaction