

ABSTRACT

THE EFFECT OF JOB STRESS, JOB SATISFACTION AND WORK LIFE BALANCE ON PSYCHOLOGICAL WELL-BEING (A Study at PT HS Budiman Banjar Branch)

By:

**ANGGA BAHARI BAHTIAR
NPM 213402197**

Supervisor 1 :Dian Kurniawan

Supervisor 2 : Aquinaldo Sistanto Putra

The purpose of this study was to determine the effect of job stress, job satisfaction and work-life balance on psychological well being of employees of PT HS Budiman, Banjar Branch. The method used in this study is a survey method with a quantitative approach. The sample size in this study was 60 respondents, determined by the purposive sample technique. Data collection techniques were carried out through interviews, questionnaires and documentation. Data analysis techniques used in this study consisted of classical assumption tests, multiple linear regression analysis, determination coefficient analysis, Fit model tests and t-hypothesis tests. By using descriptive analysis, this study shows that job stress is in the very high category and job satisfaction, work-life balance and psychological well being are in the high category. The results of the study indicate that job stress has a negative and significant effect on psychological well being, which means that when job stress increases, psychological well being will decrease. Then job satisfaction has a positive and significant effect on psychological well being, which means that when job satisfaction increases, psychological well being will also increase. Furthermore, work-life balance has a positive and significant effect on psychological well being, which means that when work-life balance increases, psychological well being will also increase.

Keywords: *job satisfaction, job satisfaction, work-life balance dan psychological well being.*

ABSTRAK

PENGARUH *JOB STRESS*, *JOB SATISFACTION* DAN *WORK LIFE BALANCE* TERHADAP *PSYCHOLOGICAL WELL-BEING* (Suatu Penelitian di PT HS Budiman Cabang Banjar)

Oleh
ANGGA BAHARI BAHTIAR
NPM 213402197

Pembimbing 1 : Dian Kurniawan, S.E., M.Si

Pembimbing 2 : Aquinaldo Sistanto Putra S.T.P., M.M.

Tujuan penelitian ini adalah untuk mengetahui pengaruh *job stress*, *job satisfaction* dan *work life balance* terhadap *psychological well being* pada karyawan PT HS Budiman Cabang Banjar. Metode yang digunakan dalam penelitian ini adalah metode survei dengan pendekatan kuantitatif. Besar sampel dalam penelitian ini sebanyak 60 responden, ditentukan dengan teknik *purposive sample*. Teknik pengumpulan data yang dilakukan melalui wawancara, kuesioner dan dokumentasi. Teknik analisis data yang digunakan dalam penelitian ini terdiri dari uji asumsi klasik, analisis regresi linier berganda, analisis koefisien determinasi, uji model Fit dan uji hipotesis t. Dengan menggunakan analisis deskriptif, penelitian ini menunjukkan bahwa *job stress* dalam kategori sangat tinggi serta *job satisfaction*, *work-life balance* dan *psychological well being* dalam kategori tinggi. Hasil penelitian menunjukkan bahwa *job stress* memiliki pengaruh negative dan signifikan terhadap *psychological well being* yang berarti ketika *job stress* meningkat maka *psychological well being* akan menurun. Kemudian *job satisfaction* memiliki pengaruh positif dan signifikan terhadap *psychological well being* yang berarti ketika *job satisfaction* meningkat maka *psychological well being* juga akan meningkat. Selanjutnya *work-life balance* memiliki pengaruh positif dan signifikan terhadap *psychological well being* yang berarti ketika *work-life balance* meningkat maka *psychological well being* juga akan meningkat.

Kata Kunci: *job satisfaction*, *job satisfaction*, *work-life balance* dan *psychological well being*.