

ABSTRACT

THE ROLE OF JOB SATISFACTION IN MEDIATING THE INFLUENCE OF JOB REWARDS, WORK LIFE BALANCE, WORK ENVIRONMENT, AND DIGITAL ADAPTATION ON EMPLOYEE PERFORMANCE

***(A Survey of Civil Servants at Regional Public Hospitals in Ciamis
Regency, Banjar City, Tasikmalaya Regency, and Tasikmalaya City)***

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This study aimed to determine and to analyze the influence of job rewards, work life balance, work environment, and digital adaptation both simultaneously and partially on employee performance through job satisfaction among civil servants at regional public hospitals in Ciamis Regency, Banjar City, Tasikmalaya Regency, and Tasikmalaya City. The method used in this research was a survey with a descriptive quantitative approach. The sample size in this study was 312 respondents using cluster sampling. Data analysis used Partial Least Square-Structural Equation Modeling (PLS-SEM). The study found that job rewards, work life balance, work environment, and digital adaptation had a positive and significant influence simultaneously and partially on employee performance. Job rewards, work life balance, work environment, and digital adaptation also had a positive and significant influence simultaneously and partially on job satisfaction. Job satisfaction had a positive and significant influence on employee performance. Furthermore, job satisfaction played a positive and significant role in mediating the influence of job rewards, work life balance, work environment, and digital adaptation on the performance of civil servants at regional public hospitals in Ciamis Regency, Banjar City, Tasikmalaya Regency, and Tasikmalaya City.

Keywords: *Digital Adaptation, Employee Performance, Jobs Rewards, Job Stasifaction, Work Environment, Work Life Balance*

ABSTRAK

**PERAN KEPUASAN KERJA DALAM MEMEDIASI
PENGARUH PENGHARGAAN KERJA, *WORK LIFE BALANCE*,
LINGKUNGAN KERJA DAN ADAPTASI DIGITAL
TERHADAP KINERJA PEGAWAI
(Survei pada Pegawai Negeri Sipil di Rumah Sakit Umum Daerah Wilayah
Kabupaten Ciamis, Kota Banjar, Kabupaten dan Kota Tasikmalaya)**

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Tujuan penelitian ini adalah mengetahui dan menganalisis pengaruh penghargaan kerja, *work life balance*, lingkungan kerja dan adaptasi digital secara simultan dan parsial terhadap kinerja pegawai melalui kepuasan kerja pada Pegawai Negeri Sipil di Rumah Sakit Umum Daerah Wilayah Kabupaten Ciamis, Kota Banjar, Kabupaten dan Kota Tasikmalaya. Metode yang digunakan dalam penelitian ini survei dengan pendekatan deskriptif kuantitatif. Ukuran sampel dalam penelitian ini sebanyak 312 responden dengan *cluster sampling*. Analisis data menggunakan *Partial Least Square-Structural Equation Model* (PLS-SEM), penelitian menemukan bahwa Penghargaan kerja, *work life balance*, lingkungan kerja dan adaptasi digital berpengaruh positif dan signifikan secara simultan dan parsial terhadap kinerja Pegawai. Penghargaan kerja, *work life balance*, lingkungan kerja dan adaptasi digital berpengaruh positif dan signifikan secara simultan dan parsial Terhadap Kepuasan Kerja. Kepuasan kerja berpengaruh positif signifikan terhadap kinerja pegawai. Kepuasan kerja berperan positif dan signifikan dalam memediasi pengaruh penghargaan kerja, *work life balance*, lingkungan kerja, dan adaptasi digital terhadap kinerja pegawai Negeri Sipil di Rumah Sakit Umum Daerah wilayah Kabupaten Ciamis, Kota Banjar, serta Kabupaten dan Kota Tasikmalaya.

Kata Kunci: *Adaptasi Digital, Kepuasan Kerja, Kinerja Pegawai, Lingkungan Kerja, Penghargaan Kerja, Work Life Balance*