

ABSTRACT

***The Effect of Work-Overload and Work-Family Conflict on Job Satisfaction
with Work-Life Balance as a Mediating Variable
(A Survey on Production Employees of CV Sajodo Karya Gemilang)***

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This research aimed to analyze the effect of work overload and work-family conflict on job satisfaction with work-life balance as a mediating variable among production employees of CV Sajodo Karya Gemilang. This research employed a survey method with a quantitative approach. The research population consisted of 35 production employees, and a census method was applied as the sampling technique. Data were analyzed using Structural Equation Modeling (SEM) with SmartPLS 4.0 software. The results indicate that work overload had a negative and significant effect on work-life balance. Meanwhile, work-family conflict did not have a significant effect on work-life balance. Furthermore, work-life balance had a positive and significant effect on job satisfaction. Work-life balance was proven to mediate the relationship between work overload and job satisfaction. However, work-life balance did not mediate the relationship between work-family conflict and job satisfaction.

Keywords: *work-overload, work-family conflict, job satisfaction, work-life balance*

ABSTRAK

**PENGARUH *WORK-OVERLOAD* DAN *WORK-FAMILY CONFLICT*
TERHADAP *JOB SATISFACTION* DENGAN *WORK-LIFE BALANCE*
SEBAGAI VARIABEL MEDIASI
(Suatu Penelitian Pada Karyawan Produksi CV Sajodo Karya Gemilang)**

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Penelitian ini bertujuan untuk menganalisis pengaruh *work-overload* dan *work-family conflict* terhadap *job satisfaction* dengan *work-life balance* sebagai variabel mediasi pada karyawan produksi CV Sajodo Karya Gemilang. Metode penelitian ini menggunakan metode survey dengan pendekatan kuantitatif. Populasi penelitian terdiri atas 35 karyawan produksi, dengan menggunakan metode sensus. Analisis data menggunakan metode SEM dengan *software SmartPLS 4.0*. Hasil penelitian ini menyatakan bahwa *work-overload* berpengaruh negatif dan signifikan terhadap *work-life balance*. *Work-family conflict* tidak berpengaruh signifikan terhadap *work-life balance*. *Work-life balance* berpengaruh positif dan signifikan terhadap *job satisfaction*. *work-life balance* dapat memediasi pengaruh hubungan antara *Work-overload* terhadap *Job satisfaction*. *Work-life balance* tidak dapat memediasi pengaruh hubungan antara *work-family conflict* terhadap *job satisfaction*.

Kata kunci: *work-overload*, *work-family conflict*, *job satisfaction*, *work-life balance*