

***THE IMPACT OF WORKLOAD AND
COMPENSATION ON QUALITY OF WORK LIFE :
THE MODERATING ROLE OF AGE***
(Survey of Employees of state-owned Banks in Tasikmalaya City)

ABSTRACT

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Guidance 1: Kartawan
Guidance 2: Edy Suroso

This study aims to determine the influence Workload and compensation for quality of work life with age as a moderating variable among state-owned bank employees in Tasikmalaya City. The study was conducted on 204 state-owned bank employees in Tasikmalaya City. The data used was primary data with a data structure of 1000. cross section. The sampling technique used proportionate stratified random sampling with a questionnaire as the research instrument. The data analysis technique used Partial Least Squares Structural Equation Modeling (PLS-SEM) with the SmartPLS version 4 application. The analysis results show that 1) Compensation is in very good condition. Workload, age and quality of work life in good condition; 2) Workload has a negative impact on quality of work life; 3) Compensation has a positive effect on quality of work life; 4) Age plays a positive role in moderating the influence Workload to quality of work life; 5) Age plays a positive role in moderating the effect of compensation on quality of work life.

Keywords : workload, compensation, age, quality of work life, BUMN Bank

**PENGARUH *WORKLOAD* DAN KOMPENSASI
TERHADAP *QUALITY OF WORK LIFE*
DENGAN USIA SEBAGAI VARIABEL MODERASI
(Survey Pada Pegawai Bank BUMN di Kota Tasikmalaya)**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui pengaruh *workload* dan kompensasi terhadap *quality of work life* dengan usia sebagai variabel pemoderasi pada karyawan Bank BUMN di Kota Tasikmalaya. Studi dilakukan pada 204 pegawai Bank BUMN di Kota Tasikmalaya. Data yang digunakan data primer dengan struktur data *cross section*. Teknik pengambilan sampel menggunakan propotionate stratified random dengan instrumen penelitian kuesioner. Teknik analisis data dengan menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan aplikasi SmartPLS versi 4. Hasil analisis menunjukkan bahwa 1) Kompensasi dalam kondisi sangat baik. *Workload*, usia dan *quality of work life* dalam kondisi baik; 2) *Workload* berpengaruh negatif terhadap *quality of work life*; 3) Kompensasi berpengaruh positif terhadap *quality of work life*; 4) Usia berperan positif dalam memoderasi pengaruh *Workload* terhadap *quality of work life*; 5) Usia berperan positif dalam memoderasi pengaruh kompensasi terhadap *quality of work life*.

Kata kunci: *workload*, kompensasi, usia, *quality of work life*, Bank BUMN