

RINGKASAN

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Penelitian ini berjudul **“Pengaruh Work Life Balance dan Work Environment terhadap Job Satisfaction Tenaga Medis RSUD Amanah Sumpiuh”** yang bertujuan untuk menganalisis pengaruh work life balance terhadap kepuasan kerja, kemudian untuk menganalisis pengaruh work environment terhadap kepuasan kerja, serta untuk menganalisis pengaruh work life balance dan work environment secara simultan terhadap kepuasan kerja Tenaga Medis.

Penelitian ini menggunakan metode penelitian kuantitatif dengan alat ukur berupa kuesioner skala Likert yang diolah menggunakan SPSS. Data yang digunakan adalah data primer yang diperoleh dari 135 responden Tenaga Medis RSUD Amanah Sumpiuh serta data sekunder dari berbagai sumber terkait.

Metode analisis data pada penelitian ini meliputi Uji Validitas, Uji Reliabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Regresi Linier Berganda, Uji Koefisien Determinasi (R^2), Uji Parsial (Uji T), dan Uji Simultan (Uji F).

Hasil penelitian ini menunjukkan bahwa variabel work life balance berpengaruh positif dan signifikan terhadap kepuasan kerja Tenaga Medis, sedangkan variabel work environment tidak berpengaruh signifikan terhadap kepuasan kerja. Namun, secara simultan variabel work life balance dan work environment berpengaruh positif dan signifikan terhadap kepuasan kerja Tenaga Medis RSUD Amanah Sumpiuh.

Kata kunci: *Work Life Balance, Work Environment, Job Satisfaction*

SUMMARY

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*This study is entitled “**The Influence of Work-Life Balance and Work Environment on Job Satisfaction of Medical Staff at RSU Amanah Sumpiuh**” and aims to analyse the influence of work-life balance on job satisfaction, then to analyse the influence of work environment on job satisfaction, and to analyse the simultaneous influence of work-life balance and work environment on employee job satisfaction.*

This study uses a quantitative research method with a measurement tool in the form of a Likert scale questionnaire processed using SPSS. The data used are primary data obtained from 135 respondents who are employees of Amanah Sumpiuh General Hospital and secondary data from various related sources.

The data analysis methods in this study included validity testing, reliability testing, normality testing, multicollinearity testing, heteroscedasticity testing, multiple linear regression analysis, coefficient of determination (R^2) testing, partial testing (T-test), and simultaneous testing (F-test).

The results of this study indicate that the work-life balance variable has a positive and significant effect on employee job satisfaction, while the work environment variable does not have a significant effect on job satisfaction. However, simultaneously, the work-life balance and work environment variables have a positive and significant effect on the job satisfaction of RSU Amanah Sumpiuh employees.

Keywords: Work-Life Balance, Work Environment, Job Satisfaction