

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara efikasi diri dan *work-life balance* dengan kepuasan kerja pada karyawan swasta di Kabupaten Kebumen. Hipotesis yang diajukan pada penelitian ini adalah ada hubungan positif antara efikasi diri dengan kepuasan kerja pada karyawan swasta dan ada hubungan positif antara *work-life balance* dengan kepuasan kerja pada karyawan swasta. Subjek dalam penelitian ini adalah 131 orang karyawan swasta di Kabupaten Kebumen dan sudah bekerja minimal 1 tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengumpulan data dilakukan dengan menggunakan Skala efikasi diri, Skala *work-life balance* dan Skala kepuasan kerja. Metode analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil penelitian hubungan antara efikasi diri dengan kepuasan kerja, diperoleh koefisien korelasi (r_{xy}) = 0,223 dengan $p = 0,011$ ($p < 0,050$) yang berarti ada hubungan positif antara efikasi diri dengan kepuasan kerja. Nilai koefisien determinasi R squared (R^2) sebesar = 0,050 menunjukkan bahwa variabel efikasi diri memiliki kontribusi sebesar 5% terhadap kepuasan kerja pada karyawan swasta. Berdasarkan hasil penelitian hubungan antara *work-life balance* dengan kepuasan kerja, diperoleh koefisien korelasi (r_{xy}) = 0,348 dengan $p = 0,000$ ($p < 0,050$) yang berarti ada hubungan positif antara *work-life balance* dengan kepuasan kerja. Nilai koefisien determinasi R squared (R^2) sebesar = 0,121 menunjukkan bahwa variabel *work-life balance* memiliki kontribusi sebesar 12,1% terhadap variabel kepuasan kerja pada karyawan swasta. Berdasarkan hasil penelitian hubungan antara efikasi diri dan *work-life balance* dengan kepuasan kerja, diperoleh nilai signifikansi sebesar $0,000 < 0,05$ dan nilai F hitung $10,132 > F$ tabel 3,066. Nilai koefisien determinasi R squared (R^2) sebesar = 0,137 menunjukkan bahwa variabel efikasi diri dan *work-life balance* memiliki kontribusi sebesar 13,7% terhadap variabel kepuasan kerja pada karyawan swasta.

Kata Kunci : *Efikasi Diri, Work-life Balance, Kepuasan Kerja, Karyawan Swasta.*

ABSTRACT

This research aims to determine the relationship between self-efficacy and work-life balance with job satisfaction among private employees in Kebumen District. The hypothesis put forward in this study is that there is a positive relationship between self-efficacy and job satisfaction in private employees and there is a positive relationship between work-life balance and job satisfaction in private employees. The subjects in this study were 131 private employees in Kebumen Regency and had worked for at least 1 year. How to take the subject by using purposive sampling method. Data collection was carried out using the self-efficacy scale, work-life balance scale and job satisfaction scale. The data analysis method used is product moment correlation from Karl Pearson. Based on the results of research on the relationship between self-efficacy and job satisfaction, a correlation coefficient (r_{xy}) = 0.223 was obtained with $p = 0.011$ ($p < 0.050$) which means there is a positive relationship between self-efficacy and job satisfaction. The coefficient of determination R squared (R^2) = 0.050 indicates that the self- efficacy variable contributes 5% to job satisfaction in private employees. Based on the results of research on the relationship between work-life balance and job satisfaction, a correlation coefficient (r_{xy}) = 0.348 was obtained with $p = 0.000$ ($p < 0.050$) which means there is a positive relationship between work-life balance and job satisfaction. The coefficient of determination R squared (R^2) = 0.121 indicates that the work-life balance variable contributes 12.1% to the job satisfaction variable for private employees. Based on the results of research on the relationship between self-efficacy and work-life balance and job satisfaction, a significance value of $0.000 < 0.05$ was obtained and the calculated F value was $10.132 > F$ table 3.066. The coefficient of determination R squared (R^2) is = 0.137, indicating that the variables of self-efficacy and work-life balance have a contribution of 13.7% to the variable of job satisfaction in private employees.

Keyword : *Self Efficacy, Worl-life Balance, Job Satisfaction, Private Sector*

Employee.