

ABSTRAK

Karyawan merupakan orang yang bekerja di suatu organisasi atau perusahaan yang memiliki potensi untuk melakukan tugas atau pekerjaan. Karyawan dalam perusahaan sering mengalami permasalahan yang menghilangkan semangat kerja sehingga mengakibatkan penurunan kualitas kehidupan kerja. Penelitian ini bertujuan untuk mengetahui hubungan antara kompensasi finansial dengan *quality of work life* pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara kompensasi finansial dengan *quality of work life*. Subjek penelitian ini berjumlah 119 orang yang bekerja di perusahaan. Metode yang digunakan dalam pengambilan sampel menggunakan metode *purposive sampling*. Metode pengambilan data dalam penelitian ini menggunakan skala kompensasi finansial dan skala *quality of work life*. Teknik analisis data yang digunakan adalah korelasi product moment. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r) sebesar $r_{xy} = 0,821$ dan $p = 0,00$ ($p < 0,050$). Hasil analisis tersebut menunjukkan bahwa hipotesis penelitian ini dapat diterima, yakni terdapat hubungan positif antara kompensasi finansial dengan *quality of work life*. Semakin tinggi kompensasi finansial maka semakin tinggi *quality of work life*. Sebaliknya semakin rendah kompensasi finansial maka semakin rendah *quality of work life*.

Kata Kunci : *Karyawan, Kompensasi finansial, Quality of work life*

ABSTRACT

Employees are people who work in an organization or company who have the potential to carry out tasks or work. Employees in companies often experience problems that reduce work enthusiasm, resulting in a decrease in the quality of work life. This research aims to determine the relationship between financial compensation and quality of work life on employees. The hypothesis proposed in this research is that there is a positive relationship between financial compensation and quality of work life. The subjects of this research were 120 people who worked at the company. The method used in sampling is the method purposive sampling. The data collection method in this research uses a financial compensation scale and scale quality of work life. The data analysis technique used is product moment correlation. Based on the results of data analysis, a correlation coefficient (r) of $r_{xy} = 0.821$ and $p = 0.00$ ($p < 0.050$) was obtained. The results of this analysis show that this research hypothesis is acceptable, namely that there is a positive relationship between financial compensation and quality of work life. the higher the financial compensation, the higher quality of work life. On the other hand, the lower the financial compensation, the lower it is quality of work life.

Keywords : *Employees, financial compensation, Quality of work life*