

ABSTRAK

Sumber daya manusia merupakan aset paling penting dalam suatu organisasi baik dalam skala besar maupun skala kecil, karena merupakan sumber yang menggerakkan dan mengarahkan organisasi, mempertahankan dan mengembangkan organisasi. Penelitian ini bertujuan untuk mengetahui hubungan antara *Quality of work life* dengan *job embeddedness* pada karyawan PT. X Yogyakarta. Subjek penelitian ini adalah karyawan sales PT. X Yogyakarta yang berusia 20-40 tahun dan sudah bekerja minimal 1 tahun. Subjek penelitian berjumlah 60 subjek. Cara pengambilan subjek dengan menggunakan metode *random sampling*. Pengambilan data penelitian ini menggunakan Skala *Job Embeddedness* dan Skala *Quality of work life*. Data dianalisis menggunakan korelasi *product moment*. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0,880 dengan $p = 0.000$ ($p < 0.005$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *Quality of work life* dengan *job embeddedness*.

Kata kunci : karyawan, *quality of work life*, *job embeddedness*

ABSTRACT

Human resources are the most important assets in an organization both on a large and small scale, because they are the source that moves and directs the organization, maintains and develops the organization. This study aims to determine the relationship between Quality of Work Life and job embeddedness in employees of PT. X Yogyakarta. The subjects of this research are sales employees of PT. X Yogyakarta who is 20-40 years old and has worked for at least 1 year. The research subjects were 60 subjects. How to take the subject using random sampling method. The data collection of this research used the Job Embeddedness Scale and the quality of work life Scale. Data were analyzed using product moment correlation. Based on the results of the analysis, obtained a correlation value of 0.880 with $p = 0.000$ ($p < 0.005$). These results indicate that there is a significant positive relationship between quality of work life and job embeddedness.

Keywords: employees, quality of work life, job embeddedness