

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh langsung *quality of work life* dan *work-family conflict* terhadap komitmen organisasi dan kinerja karyawan serta pengaruh tidak langsung *quality of work life* terhadap kinerja melalui komitmen organisasi sebagai variabel antara dan pengaruh tidak langsung *work-family conflict* terhadap kinerja melalui komitmen organisasi sebagai variabel antara. Penelitian ini menggunakan analisis jalur (*path analysis*), uji F, uji t dan uji sobel. Adapun teknik pengambilan sampel pada penelitian ini adalah sampel jenuh yang menggunakan semua anggota populasi sebesar 102 responden.

Hasil penelitian ini menunjukkan bahwa *quality of work life* berpengaruh positif signifikan terhadap kinerja, *work-family conflict* berpengaruh negatif signifikan terhadap kinerja, *quality of work life* berpengaruh positif signifikan terhadap komitmen organisasi, *work-family conflict* berpengaruh negatif tidak signifikan terhadap komitmen organisasi, komitmen organisasi berpengaruh positif signifikan terhadap kinerja. Selain itu ada pengaruh tidak langsung antara *quality of work life* terhadap kinerja melalui komitmen organisasi dan ada pengaruh tidak langsung antara *work-family conflict* terhadap kinerja melalui komitmen organisasi.

Kata Kunci : *quality of work life*, *work-family conflict*, komitmen organisasi, kinerja



ABSTRACT

The purpose of this study to analyze the direct effect of quality of work life and work-family conflict on organizational commitment and employee performance and the indirect effect of quality of work life on performance through organizational commitment as an intervening variable and work-family indirect influence on performance through commitment organization as a intervening variable. This study uses path analysis, F test, t-test and sobel test. The sampling technique of this study is a saturated sample that uses all members of the population of 102 respondents.

The results of this study indicate that quality of work life has a significant positive effect on performance, work-family conflict has a significant negative effect on performance, quality of work life has a significant positive effect on organizational commitment, work-family conflict has no significant negative effect on organizational commitment, organizational commitment significant positive effect on performance. In addition there is an indirect influence between quality of work life on performance through organizational commitment and there is an indirect influence between work-family conflict on performance through organizational commitment.

Keywords : quality of work life, work-family conflict, organizational commitment, performance

