

ABSTRAK

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang dapat memengaruhi *job satisfaction* perawat di Rumah Sakit Dinas Kesehatan Tentara Surabaya. Variabel independen yang digunakan dalam penelitian ini yaitu *work-life balance*, *work-family conflict*, *employee engagement*, dan *burnout*.

Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi yang digunakan pada penelitian ini adalah perawat Rumah Sakit Dinas Kesehatan Tentara Surabaya. Proses pengambilan sampel menggunakan metode sampel jenuh. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan jumlah sampel 40 responden. Teknik analisa yang digunakan pada penelitian ini adalah regresi linear berganda dengan menggunakan aplikasi SPSS.

Hasil penelitian ini menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap *job satisfaction* perawat, *work-family conflict* berpengaruh negatif dan signifikan terhadap *job satisfaction* perawat, *employee engagement* berpengaruh positif dan signifikan terhadap *job satisfaction* perawat, dan *burnout* berpengaruh negatif dan signifikan terhadap *job satisfaction* perawat.

Kata kunci: *work-life balance*, *work-family conflict*, *employee engagement*, *burnout*, *job satisfaction* perawat.

ABSTRACT

This research aimed to analyze the factors that affect the nurses' job satisfaction at the Army Health Service Hospital Surabaya. The dependent variables were work-life balance, work-family conflict, employee engagement, and burnout.

The research was quantitative. Furthermore, the population was nurses at the Army Health Service Hospital Surabaya. The data collection technique used saturated sampling. In line with that, there were 40 respondents as the sample. Moreover, the instrument in the data collection was a questionnaire. The questionnaire was distributed to the respondents. Additionally, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) application.

The result showed that work-life balance had a positive and significant effect on nurses' job satisfaction at the Army Health Service Hospital Surabaya. However, work-family conflict had a negative and significant effect on nurses' job satisfaction at the Army Health Service Hospital Surabaya. In contrast, employee engagement had a positive and significant effect on nurses' job satisfaction at the Army Health Service Hospital Surabaya. On the contrary, burnout had a negative and significant effect on nurses' job satisfaction at the Army Health Service Hospital Surabaya.

Keywords: *Work-Life Balance, Work-Family Conflict, Employee Engagement, Burnout, Nurses' Job Satisfaction*



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