**Pengaruh *Family Supportive Supervisor Behavior* dan *Work-Life Balance* terhadap kepuasan kerja implikasinya pada kinerja pegawai*”.***

**(Studi pada PT Perkebunan Nusantara VIII (Persero) Bandung)**

**NINAWATI**

**NPM. 158020078**

ninanikko62@gmail.com

**ABSTRAK**

Sumber daya manusia merupakan sumber daya yang berperan penting dalam rangka mencapai tujuan perusahaan. Pengelolaan sumber daya manusia yang baik akan berdampak positif bagi perusahaan yang bersangkutan. Penelitian ini dilakukan untuk mengetahui pengaruh *Familly supportive behavior* dan *Work-Life Balance* terhadap kepuasan kerja implikasinya pada kinerja pegawai pada PT. Perkebunan Nusantara VIII (Persero).

Data yang digunakan dalam penelitian ini adalah data primer yang diperoleh dari wawancara dan kuesioner yang disebarkan kepada 146 responden. Teknik pengumpulan sampel yang digunakan adalah *simple random sampling*. Metode analisis data yang digunakan adalah analisis jalur *Path analisis*. Dengan menggunakan alat bantu program SPSS.

Hasil dari penelitian ini menunjukkan bahwa *familly supportive supervisor behavior* dan *Work-Life Balance* berpengaruh positif dan signifikan secara simultan terhadap kepuasan kerja implikasinya pada kinerja pegawai sebesar 21,18% dan sisanya 78,82% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini. Secara parsial, *familly suppportive supervisor behavior* berpengaruh positif secara signifikan terhadap kepuasan kerja karyawan. Dan *work life balance* berpengaruh positif secara signifikan terhadap kepuasan kerja karyawan.

*Kata Kunci : Familly Supportive Supervisor Behavior, Work-Life Balance,*

 *Kepuasan Kerja, Kinerja Pegawai.*

**Daftar Pustaka**

Andi dan Hariandja (2002) Manajemen Sumber daya manusia, penerbit grasindo, Jakarta.

Ansari dan Bukhari Te la (2015) *Impact of Works Life balance on employed productifity: An Empirical investigation krom The Banking setor of Pakistan. Informatif and knowlledge managent Vol 5 No 10 : 52 -60.*

Aziri (2011) *Job satisfaction: Aliteratur review. Management Research Ana practice Vol. 3 Issue 4: 77-86.*

Banu and Duraipandian (2014) *Development of an instrument to Measures Works Life balance of IT profesional in Chennai. International jurnal of Management Volume 5 Issue 11: 21-33*.

Begger and Li A (2014) *How des supervisor family support influence employees attitude na behavior, A Social exchange perspective. Jurnal of Management Vol 40 No 4 : 1123 – 1150.*

Boone (2003) *Job satisfaction and insert to turnover of mental Health profesional working in presidensial settings.*

Cassio W.F. (2012) *managing human Resources productivity, quality of Works Life profit eight edition Mc Graw-Hill Irwin*.

Cassio W.F. and Baudreau (2011*) Investing in people Financial impact of human Resources inisiatives Second edition USA: Person Education Inc.*

Frone, M. R. (2003) *Work-family balance. Hand bobok of occupational Health psychology, 1st Edition: 143-162.*

Galinski, Bond etal (2008) *National Study of employers familia and Works Institute.*

Ganapathi (2016) pengaruh Works-life balance terhadap kepuasan kerja karyawan (Study pada PT. Bio Farma persero), Ecodemia Vol. IV No 1 : 125-135.

Greene-shortridge (2012) *Organizational Works-family Resources as predicors of Bob performance and attitude The process of Works family conflict and enrichment jurnal of occuptional Health psychology volume 17 (1): 28-40.*

Greenhouse, Collin et la (2003) *The relation between Works-Family balance and quality of Life, jurnal of vocational behavior 63: 510-531.*

Haar, J. M Russo and Ollier-Malaterre A (2014) *Out come of Works-life balance on Bob satifaction, Life satisfaction and mental Health a Study Across Steven culture jurnal of vocational behavior : Accepted manuscrift.*

Hammer and Crain, T (2013) *Measurment Development and validation of The family supportive supervisor behavior Short for (FSSB-FS), jurnal of occupational Health psyhocology aothor manuscrif 2013, July 285-295.*

Hammer and Zimmerman (2011) *Clarfying Works-family interventoin processes: The oles of Works family conflick and family supportivd supervisor behavior. Juornal of applied psychology 2011 : 96 : 134-150*.

Hayman, J. (2005) *Psychometric assesment of an instrumen designed to Measures Works-life balance Research an human Resources Management, 13 (1) : 85-91*

Jhonson (2014) *The effects of famly supportivd supervisor behaviors (FSSB) on Works and Health related outcome. Portland State universitiy Online theses and dissertations, Paper 205.*

Kreitner and Kinicki (2014) *Organitonal behavior, 9th edition* terjemahan biro bahasa Alkemis, Jakarta : Salemba.