

ABSTRAK

Pasaribu, J. 2025. Hubungan antara *Work life balance* dan Kepuasan Kerja pada Mahasiswa Magang. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *work life balance* dan kepuasan kerja pada mahasiswa magang. Terdapat empat hipotesis penelitian yang diajukan, yaitu terdapat hubungan negatif antara *Work Interference with Personal Life* (WIPL) dengan kepuasan kerja, terdapat hubungan negatif antara *Personal Life Interference with Work* (PLIW) dengan kepuasan kerja, terdapat hubungan positif antara *Personal Life Enhancement of Work* (PLEW) dengan kepuasan kerja, dan terdapat hubungan positif antara *Work Enhancement of Personal Life* (WEPL) dengan kepuasan kerja. Penelitian ini melibatkan sejumlah 266 mahasiswa magang. Penelitian ini merupakan penelitian kuantitatif dengan teknik pengambilan sampel *samples of convenience*. Alat pengumpulan data yang digunakan adalah skala *work life balance* (Fisher dkk., 2009) dan skala kepuasan kerja (Gupta dkk., 2010). Hasil *alpha cronbach* yang diperoleh pada dimensi WIPL sebesar 0,871, dimensi PLIW sebesar 0,885, dimensi PLEW sebesar 0,819, dimensi WEPL sebesar 0,839, dan pada skala kepuasan kerja sebesar 0.929. Hasil uji normalitas menunjukkan data tidak terdistribusi normal sehingga pengujian hipotesis menggunakan uji korelasi *Spearman's rho*. Hasil uji korelasi menunjukkan terdapat hubungan negatif antara *Work Interference with Personal Life* (WIPL) dengan kepuasan kerja ($r = -.234$; $p = 0.000$), terdapat hubungan negatif antara *Personal Life Interference with Work* (PLIW) dengan kepuasan kerja ($r = -.241$; $p = 0.000$), terdapat hubungan positif antara *Personal Life Enhancement of Work* (PLEW) dengan kepuasan kerja ($r = .317$; $p = 0.000$), dan terdapat hubungan positif antara *Work Enhancement of Personal Life* (WEPL) dengan kepuasan kerja ($r = .293$; $p = 0.000$).

Kata kunci: *work life balance*, kepuasan kerja, mahasiswa magang

ABSTRACT

Pasaribu, J. 2025. The Relationship between *Work life balance* and Job Satisfaction among Intern Students. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to determine the relationship between work-life balance and job satisfaction among student interns. There are four research hypotheses proposed, namely that there is a negative relationship between Work Interference with Personal Life (WIPL) and job satisfaction, there is a negative relationship between Personal Life Interference with Work (PLIW) and job satisfaction, there is a positive relationship between Personal Life Enhancement of Work (PLEW) and job satisfaction, and there is a positive relationship between Work Enhancement of Personal Life (WEPL) and job satisfaction. This study involved 266 interns. This was a quantitative study using convenience sampling. The instruments used were the Work-Life Balance Scale (Fisher et al., 2009) and the Job Satisfaction Scale (Gupta et al., 2010). The obtained Cronbach's alpha values were 0.871 for the Work Interference with Personal Life (WIPL) dimension, 0.885 for the Personal Life Interference with Work (PLIW) dimension, 0.819 for the Personal Life Enhancement of Work (PLEW) dimension, 0.839 for the Work Enhancement of Personal Life (WEPL) dimension, and 0.9s29 for the job satisfaction scale. Test of normality results show that the data is not normally distributed, so hypothesis testing uses Spearman's rho correlation test. The correlation test results show that there is a negative relationship between Work Interference with Personal Life (WIPL) and job satisfaction ($r = -.234$; $p = 0.000$), there is a negative relationship between Personal Life Interference with Work (PLIW) and job satisfaction ($r = -.241$; $p = 0.000$), a positive relationship between Personal Life Enhancement of Work (PLEW) and job satisfaction ($r = .317$; $p = 0.000$), and a positive relationship between Work Enhancement of Personal Life (WEPL) and job satisfaction ($r = .293$; $p = 0.000$).

Keywords: work-life balance, job satisfaction, student interns