

Effect of Work Life Balance on the Organizational Commitment with Job Satisfaction as Mediator

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Abstract

This study was conducted to examine the effect of work life balance on organizational commitment and job satisfaction as mediator. Organizational commitment is a psychological construct that is characteristic of the employee relationship with the organization and has implications for an individual's decision to continue its membership in the organization. Work life balance is a point of balance between the amount of one's time and effort in working with the private activity, undertaken to maintain a harmony of life. While job satisfaction is pleasant conditions which generated from one's assessment of the employment situation experienced, including fulfillment of their needs, values, and expectations.

The number of samples of this study was 179 by using convenience sampling. This is quantitative study with multiple linear regression analysis method. Results from this study showed that job satisfaction as a full mediator in the relationship work life balance and organizational commitment. Job satisfaction as a partial mediator in the relationship work life balance with affective commitment. Job satisfaction as a full mediator in the relationship work life balance with normative commitment. Job satisfaction is not as a mediator in the relationship work life balance with continuance commitment. The value of work life balance relationship to job satisfaction is β : 0.503. Job satisfaction on organizational commitment is β : 0.454, on affective commitment is β : 0.538, on normative commitment is β : 0.440 and on continuance commitment is β : -0.160.

Keywords: *Work Life Balance*, Job Satisfaction, Organization Commitment, Affective Commitment, Normative Commitment, *Continuance Commitment*.

