

## ABSTRAK

Trisa Julia Putri. 2024. Pengaruh *Work Life Balance*, *Self-Efficacy* Dan Kepuasan Kerja Terhadap Komitmen Organisasi Pada Pegawai Non PNS RSUD Dr Sayidiman Magetan. Skripsi. Program Studi Manajemen, FEB, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh *work life balance*, *self efficacy*, dan kepuasan kerja terhadap komitmen organisasi Pada Pegawai Non PNS RSUD Dr Sayidiman Magetan. Jenis penelitian yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Pada penelitian digunakan model penelitian observasi, wawancara dan angket kuisioner dengan responden 173 pegawai. Berdasarkan hasil analisis data dan pembahasan dapat ditarik beberapa kesimpulan dalam penelitian pada pegawai Non PNS RSUD Dr. Sayidiman Magetan sebagai berikut: *Work life balance* berpengaruh positif dan signifikan terhadap komitmen organisasi pegawai Non PNS RSUD Dr. Sayidiman Magetan. *Self efficacy* berpengaruh signifikan terhadap komitmen organisasi pegawai Non PNS RSUD Dr. Sayidiman Magetan. Kepuasan kerja berpengaruh signifikan terhadap komitmen organisasi pegawai Non PNS RSUD Dr. Sayidiman Magetan.

Kata Kunci : *Work Life Balance*, *Self Efficacy*, Kepuasan Kerja, Komitmen Organisasi

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The Influence of Work Life Balance, Self-Efficacy and Job Satisfaction towards Organizational Commitment in Non-Civil Servant Employees at Dr Sayidiman Hospital Magetan City.

This research aimed to determine the influence of work life balance, self-efficacy, and job satisfaction towards organizational commitment among non- Civil Servant employees at Dr Sayidiman Hospital Magetan City. The type of research used is a quantitative approach. In the research, observation research models, interviews and questionnaires were used with 173 employee respondents. Based on the results of data analysis and discussion, several conclusions can be drawn in research on Non-Civil Servant employees at Dr. RSUD. Sayidiman Magetan city are: Work-life balance has a positive and significant effect towards the organizational commitment of non-civil servant employees at RSUD Dr. Sayidiman Magetan city. Self-efficacy has a significant effect towards the organizational commitment of non-civil servant employees at RSUD Dr. Sayidiman Magetan city. Job satisfaction has a significant effect towards the organizational commitment of non-civil servant employees at RSUD Dr. Sayidiman Magetan city.

Keywords: Work Life Balance, Self-Efficacy, Job Satisfaction, Organizational Commitment.