

**PENGARUH *WORK-LIFE BALANCE* DAN KEPUASAN KERJA
TERHADAP KOMITMEN ORGANISASIONAL DENGAN LINGKUNGAN
KERJA SEBAGAI VARIABEL MEDIASI PADA *GRAND PALACE HOTEL*
YOGYAKARTA**

ADI HENRI WIBOWO

NIM. 141210306

Mahasiswa Program Studi Manajemen

Fakultas Ekonomi dan Bisnis

UPN “Veteran” Yogyakarta

141210306@student.upnyk.ac.id

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work life balance* dan kepuasan kerja terhadap komitmen organisasional dengan lingkungan kerja sebagai variabel mediasi pada Grand Palace Hotel Yogyakarta. Populasi dan sample dalam penelitian ini adalah sebanyak 45 dengan teknik sampling menggunakan sensus. Metode yang digunakan adalah pendekatan kuantitatif dengan analisis data melalui aplikasi SmartPLS 4. Hasil penelitian menunjukkan bahwa *work life balance* dan kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasional karyawan The Grand Palace Hotel Yogyakarta. Lingkungan kerja terbukti secara signifikan memediasi hubungan antara *work life balance* dan komitmen organisasional, namun tidak memediasi hubungan antara kepuasan kerja dan komitmen organisasional.

Kata kunci: kepuasan kerja, komitmen organisasional, lingkungan kerja, *work life balance*

**IMPACT OF WORK–LIFE BALANCE AND JOB SATISFACTION ON
ORGANIZATIONAL COMMITMENT WITH WORK ENVIRONMENT
AS A MEDIATING VARIABLE AT THE GRAND PALACE HOTEL
YOGYAKARTA**

ADI HENRI WIBOWO
NIM. 141210306

Student of the Economics Program Study Management,

Faculty of Economics and Business,

UPN “Veteran” Yogyakarta.

141210306@student.upnyk.ac.id

ABSTRACT

This study aims to determine the effect of work-life balance and job satisfaction on organizational commitment, with the work environment as a mediating variable at The Grand Palace Hotel Yogyakarta. The population and sample in this study consisted of 45 respondents, using a census sampling technique. The method employed was a quantitative approach, with data analysis conducted using the SmartPLS 4 application. The results of the study indicate that both work-life balance and job satisfaction have a positive and significant effect on employees' organizational commitment at The Grand Palace Hotel Yogyakarta. Furthermore, the work environment was found to significantly mediate the relationship between work-life balance and organizational commitment, but it did not mediate the relationship between job satisfaction and organizational commitment.

Keywords: *job satisfaction, organizational commitment, work environment, work life balance*