

**PENGARUH *HUMAN RESOURCE PLANNING*, *QUALITY OF WORK LIFE*  
DAN MOTIVASI TERHADAP *EMPLOYEE JOB SATISFACTION*  
PADA KASIR PT XYZ, CABANG YOGYAKARTA  
KABUPATEN BANTUL**

**Mei Dwi Rahmawati**  
**NIM. 141210239**

e-mail : [141210239@studentupnyk.ac.id](mailto:141210239@studentupnyk.ac.id)

Mahasiswa Program Studi Manajemen  
Fakultas Ekonomi dan Bisnis UPN “Veteran” Yogyakarta

**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh *Human Resource Planning*, *Quality of Work Life*, dan motivasi terhadap *Employee Job Satisfaction* pada kasir PT XYZ Cabang Yogyakarta Kabupaten Bantul. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data penelitian diperoleh melalui penyebaran kuesioner kepada 67 responden. Teknik analisis data yang digunakan meliputi analisis deskriptif, uji validitas, uji reliabilitas, dan analisis regresi linier berganda dengan bantuan program SPSS versi 28. Hasil penelitian menunjukkan bahwa secara parsial *Human Resource Planning*, *Quality of Work Life*, dan motivasi berpengaruh positif dan signifikan terhadap *Employee Job Satisfaction*. Secara simultan, ketiga variabel independen tersebut juga berpengaruh signifikan terhadap *Employee Job Satisfaction*. Nilai *Adjusted R Square* sebesar 0,895 menunjukkan bahwa 89,5% variasi *Employee Job Satisfaction* dapat dijelaskan oleh variabel *Human Resource Planning*, *Quality of Work Life*, dan motivasi, sedangkan sisanya sebesar 10,5% dipengaruhi oleh variabel lain di luar penelitian. Berdasarkan hasil analisis, *Human Resource Planning* merupakan variabel yang memiliki pengaruh paling dominan terhadap *Employee Job Satisfaction*.

**Kata kunci:** *Human resource planning*, *Quality of work life*, motivasi, *Employee Job Satisfaction*, regresi linier berganda.

***THE EFFECT OF HUMAN RESOURCE PLANNING, QUALITY OF WORK LIFE, AND MOTIVATION ON EMPLOYEE JOB SATISFACTION: A STUDY ON CASHIERS AT PT XYZ, YOGYAKARTA BRANCH, BANTUL REGENCY***

**Mei Dwi Rahmawati**  
**NIM. 141210239**

e-mail : [141210239@studentupnyk.ac.id](mailto:141210239@studentupnyk.ac.id)

Mahasiswa Program Studi Manajemen  
Fakultas Ekonomi dan Bisnis UPN “Veteran” Yogyakarta

***ABSTRACT***

*This study aims to analyze the influence of Human Resource Planning, Quality of Work Life, and motivation on Employee Job Satisfaction among cashiers at PT XYZ Yogyakarta Branch, Bantul Regency. This research employed a quantitative approach using a survey method. Data were collected through questionnaires distributed to 67 respondents. The data analysis techniques used in this study included descriptive analysis, validity testing, reliability testing, and multiple linear regression analysis using SPSS version 28. The results of this study indicate that partially Human Resource Planning, Quality of Work Life, and motivation have a positive and significant effect on Employee Job Satisfaction. Simultaneously, the three independent variables also have a significant effect on Employee Job Satisfaction. The Adjusted R Square value of 0.895 indicates that 89.5% of the variation in Employee Job Satisfaction can be explained by the variables of Human Resource Planning, Quality of Work Life, and motivation, while the remaining 10.5% is influenced by other variables outside this study. Based on the analysis results, Human Resource Planning is the most dominant variable affecting Employee Job Satisfaction.*

**Keywords:** *Human resource planning, Quality of work life, motivation, Employee Job Satisfaction, multiple linear regression*