

**Hubungan *Work Life Balance* dan *Transformational Leadership*  
dengan Kepuasan Kerja**

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**Abstrak** - Pada dunia kerja, tidak semua orang dapat merasakan kepuasan pada pekerjaan atau tugas mereka. Karyawan yang mampu menyeimbangkan antara kehidupan pribadi dan profesionalitas kerja mempunyai tingkat kepuasan kerja yang tinggi, bahkan dapat berkontribusi dalam kesuksesan organisasi. Salah satu faktor yang menentukan kepuasan kerja ialah gaya kepemimpinan. Gaya kepemimpinan yang efektif dari para pemimpin dalam suatu organisasi mampu memberikan stimulus motivasi dan arahan ke para pekerja untuk mencapai misi dan tujuan organisasi. Penelitian ini bertujuan untuk menguji hubungan *work life balance* dan *transformational leadership* dengan kepuasan kerja. Penelitian ini menggunakan teknik sampel *accidental* sampling. Metode penelitian menggunakan survei kuantitatif serta uji hipotesis mayor menggunakan teknik analisis regresi ganda dan uji hipotesis minor menggunakan uji “*Kendall and Spearman*”. Hasil menunjukkan semua hipotesis mayor dan minor penelitian ini diterima dan berhubungan signifikan. Hasil uji hipotesis mayor menunjukkan bahwa terdapat hubungan signifikan antara *work life balance* dan *transformational leadership* dengan kepuasan kerja ( $p < 0,05$ ,  $r = 0,807$ ,  $R \text{ square} = 0,652$ ). Terdapat asosiasi antara data demografis yaitu pendidikan, status, dan usia pasangan dengan kepuasan kerja ( $p < 0,05$ ). Organisasi diharapkan bisa mengoptimalkan kepuasan kerja dengan memerhatikan jam kerja agar karyawan dapat menyeimbangkan kedua peran.

**Kata kunci:** *work life balance*, *transformational leadership*, kepuasan kerja.

**Relationship Work Life Balance and Transformational Leadership  
with Job Satisfaction**

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**Abstract** - In the world of work, not everyone can feel satisfaction on their work or duties. Employees who are able to balance personal life and work professionalism have a high level of job satisfaction, can even contribute to the success of the organization. One of the factors that determine job satisfaction is leadership style. An effective leadership style of leaders in an organization is able to provide motivational stimulus and direction to workers to achieve the organization's mission and objectives. This study aims to examine the work life balance relationship and transformational leadership with job satisfaction. This study uses a sampling technique accidental sampling. The research method uses a quantitative survey as well as a major hypothesis test using multiple regression analysis techniques and a minor hypothesis test using the "Kendall and Spearman" test. The results show that all major and minor hypotheses of this study were accepted and were significantly related. The results of the major hypothesis test show that there is a significant relationship between work life balance and transformational leadership with job satisfaction ( $p < 0.05$ ,  $r = 0.807$ ,  $R \text{ square} = 0.652$ ). There is an association between demographic data, namely education, status, and age of the couple with job satisfaction ( $p < 0.05$ ). Organizations are expected to optimize job satisfaction by paying attention to working hours so that employees can balance both roles.

*Keywords:* work life balance, transformational leadership, job satisfaction.