

# **PENGARUH *WORK-LIFE BALANCE* DAN *QUALITY OF WORK LIFE* TERHADAP KEPUASAN KERJA PENDIDIK DI PONDOK PESANTREN FIRDAUS KABUPATEN JEMBRANA**

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## **ABSTRAK**

Menurut penelitian ini, “kepuasan kerja para pendidik di Pesantren Firdaus Kabupaten Jembrana dipengaruhi oleh berbagai faktor, termasuk keseimbangan antara pekerjaan dan kehidupan pribadi serta kualitas hidup di tempat kerja. Strategi penelitian yang digunakan dalam studi ini adalah kuantitatif. Guru-guru dari Pesantren Islam Firdaus Kabupaten Jembrana berpartisipasi dalam penelitian ini. Kelompok sampel mencakup seluruh 36 guru dari Pesantren Islam Firdaus yang berlokasi di Kabupaten Jembrana. Kuesioner digunakan untuk mengumpulkan data, yang kemudian dianalisis menggunakan analisis regresi linier berganda. Penelitian ini menggunakan SPSS 25.0, Statistical Package for the Social Sciences. Penelitian ini menemukan bahwa (1) kebahagiaan guru di tempat kerja dipengaruhi oleh kemampuan mereka dalam mencapai keseimbangan antara pekerjaan dan kehidupan pribadi, dan bahwa pengaruh ini bersifat positif serta signifikan secara statistik. Kepuasan kerja pendidik di Pesantren Islam Firdaus Kabupaten Jembrana dipengaruhi secara positif dan signifikan oleh kualitas kehidupan kerja mereka” kombinasi antara keseimbangan antara pekerjaan dan kehidupan pribadi serta kualitas kehidupan kerja memiliki efek sinergis terhadap kepuasan pendidik.

**Kata Kunci:** *work life balance*, *quality of work life*, kepuasan kerja, pendidik, pondok pesantren

**THE EFFECT OF WORK-LIFE BALANCE AND  
QUALITY OF WORK LIFE ON JOB SATISFACTION AMONG EDUCATORS AT THE  
FIRDAUS ISLAMIC BOARDING SCHOOL IN JEMBRANA REGENCY**

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**ABSTRACT**

*According to this study, “job satisfaction among educators at the Firdaus Islamic Boarding School in Jembrana Regency is influenced by various factors, including the balance between work and personal life as well as the quality of life at work. The research strategy used in this study was quantitative. Teachers from the Firdaus Islamic Boarding School in Jembrana Regency participated in this study. The sample group comprised all 36 teachers from the Firdaus Islamic Boarding School located in Jembrana Regency. A questionnaire was used to collect data, which was then analyzed using multiple linear regression analysis. This study utilized SPSS 25.0, the Statistical Package for the Social Sciences. The study found that (1) teachers’ happiness at work is influenced by their ability to achieve a balance between work and personal life, and that this influence is positive and statistically significant. The job satisfaction of educators at the Firdaus Islamic Boarding School in Jembrana Regency is positively and significantly influenced by the quality of their work life; the combination of work-life balance and the quality of work life has a synergistic effect on educator satisfaction.*

*Keywords: work-life balance, quality of work life, job satisfaction, educators, Islamic boarding schools*