

## **ABSTRACT**

### ***THE EFFECT OF FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR (FSSB) ON JOB SATISFACTION OF MILENIAL EMPLOYEES THROUGH WORK INTERFERENCE WITH FAMILY (WIF) AND FAMILY INTERFERENCE WITH WORK (FIW)***

***By***

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*This study aims to determine the effect of family supportive supervisor behavior (FSSB) on job satisfaction of millennial generation employees through work interference with family (WIF) and family interference with work (FIW). This is one of the concerns for modern companies, especially human resources. This type of research is quantitative using the SEM-PLS method which is processed with the Smart-PLS software. The population used is all people who work as employees. The sample used is 120 respondents. The results showed that (1) Family supportive supervisor behavior (FSSB) had a significant negative effect on work interference with family (WIF), (2) Family supportive supervisor behavior (FSSB) had a significant negative effect on family interference with work (FIW), (3) Family supportive supervisor behavior (FSSB) had a significant positive effect on Job Satisfaction, (4) Family supportive supervisor behavior (FSSB) has a positive significant effect on job satisfaction through work interference with family (WIF), (5) Family supportive supervisor behavior (FSSB) has no effect on job satisfaction through work interference with family (FIW).*

***Keywords :*** *Family Supportive Supervisor Behavior (FSSB), Work Interference with Family (WIF), Family Interference with Work (FIW), Job Satisfaction.*

## ABSTRAK

### **PENGARUH *FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR* (FSSB) TERHADAP KEPUASAN KERJA KARYAWAN GENERASI MILENIAL MELALUI GANGGUAN PEKERJAAN DENGAN KELUARGA (WIF) DAN GANGGUAN KELUARGA DENGAN PEKERJAAN (FIW)**

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Penelitian ini bertujuan untuk mengetahui pengaruh *family supportive supervisor behavior* (FSSB) terhadap kepuasan kerja karyawan generasi milenial melalui gangguan pekerjaan dengan keluarga (WIF) dan gangguan keluarga dengan pekerjaan (FIW). Hal ini menjadi salah satu perhatian bagi perusahaan modern khususnya sumber daya manusia. Jenis penelitian ini yaitu kuantitatif dengan menggunakan metode SEM-PLS yang diolah dengan software Smart-PLS. Populasi yang digunakan adalah seluruh masyarakat yang berprofesi sebagai karyawan. Sampel yang digunakan yaitu sebanyak 120 responden. Hasil penelitian menunjukkan bahwa (1) Family supportive supervisor behavior (FSSB) berpengaruh negatif signifikan terhadap gangguan pekerjaan dengan keluarga (WIF), (2) Family supportive supervisor behavior (FSSB) berpengaruh negatif signifikan terhadap gangguan keluarga dengan pekerjaan (FIW), (3) Family supportive supervisor behavior (FSSB) berpengaruh negatif signifikan terhadap Kepuasan Kerja, (4) Family supportive supervisor behavior (FSSB) secara positif signifikan terhadap kepuasan kerja melalui gangguan pekerjaan dengan keluarga (WIF), (5) Family supportive supervisor behavior (FSSB) berpengaruh tidak berpengaruh terhadap kepuasan kerja melalui gangguan keluarga dengan pekerjaan (FIW).

**Kata Kunci** : *Family Supportive Supervisor Behavior* (FSSB), Gangguan Pekerjaan dengan Keluarga (WIF), Gangguan Keluarga dengan Pekerjaan (FIW), Kepuasan Kerja