

**Judul** : *Pengaruh Support System dan Work Life Balance Terhadap Pengembangan Karier dan Kepuasan Kerja Pegawai Wanita di Yayasan Dhyana Pura*  
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### ABSTRAK

Tingkat partisipasi wanita dalam angkatan kerja di Indonesia telah meningkat secara signifikan selama beberapa dekade terakhir. Pada sektor formal, pekerja wanita menduduki berbagai posisi mulai dari tingkat manajerial hingga staff administratif. Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh *support system* dan *work life balance* terhadap pengembangan karier dan kepuasan kerja pegawai wanita di Yayasan Dhyana Pura. Penelitian ini merupakan penelitian deskriptif kuantitatif.

Penelitian ini dilakukan kepada pegawai wanita di Yayasan Dhyana Pura yang menduduki jabatan dan telah menikah dan memiliki anak minimal 1 orang. Metode penentuan sampel yang digunakan dalam penelitian ini adalah sampel jenuh dimana seluruh pegawai wanita yang menduduki jabatan dan telah memiliki anak di Yayasan Dhyana Pura yang berjumlah 37 orang. Teknik analisis yang digunakan adalah analisis multivariate menggunakan model persamaan *struktural (Structural Equation Modeling- SEM)* dengan pendekatan *variance-based* atau *component-based* yang disebut dengan PLS.

Hasil penelitian menunjukkan *support system* berpengaruh positif terhadap pengembangan karier pada pegawai wanita di Yayasan Dhyana Pura, *work life balance* tidak berpengaruh signifikan terhadap pengembangan karier pada pegawai wanita di Yayasan Dhyana Pura, *support system* berpengaruh positif terhadap kepuasan kerja pada pegawai wanita di Yayasan Dhyana Pura, *work life balance* tidak berpengaruh signifikan terhadap kepuasan kerja pada pegawai wanita di Yayasan Dhyana Pura, pengembangan karier berpengaruh positif terhadap kepuasan kerja pada pegawai wanita di Yayasan Dhyana Pura, *support system* berpengaruh terhadap kepuasan kerja melalui pengembangan karier pada pegawai wanita di Yayasan Dhyana Pura, *work life balance* tidak berpengaruh terhadap kepuasan kerja melalui pengembangan karier pada pegawai wanita di Yayasan Dhyana Pura.

Kata Kunci : *Support system, work life balance*, pengembangan karier, kepuasan kerja, pegawai wanita, Yayasan Dhyana Pura

**Title** : **The Effect of the Support System and Work Life Balance on Career Development and Job Satisfaction of Female Employees at the Dhyana Pura Foundation**  
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### **ABSTRACT**

The participation rate of women in the labor force in Indonesia has increased significantly over the past few decades. In the formal sector, female workers occupy various positions ranging from managerial level to administrative staff. The purpose of this study is to determine the effect of the support system and work-life balance on the career development and job satisfaction of female employees at the Dhyana Pura Foundation. This research is quantitative descriptive research.

This research was conducted on female employees at the Dhyana Pura Foundation who hold positions, are married, and have at least one child. The sampling method used in this study is a saturated sample of all female employees who hold positions and have children at the Dhyana Pura Foundation, totaling 37 people. Multivariate analysis using structural equation modeling (SEM) with a variance-based or component-based approach called PLS is the analysis technique used.

The results showed that the support system has a positive effect on career development in female employees at the Dhyana Pura Foundation, work life balance does not have a significant effect on career development in female employees at the Dhyana Pura Foundation, the support system has a positive effect on job satisfaction in female employees at the Dhyana Pura Foundation, work life balance does not have a significant effect on job satisfaction in female employees at the Dhyana Pura Foundation, career development has a positive effect on job satisfaction in female employees at the Dhyana Pura Foundation, the support system affects job satisfaction through career development in female employees at the Dhyana Pura Foundation, work life balance does not affect job satisfaction through career development in female employees at the Dhyana Pura Foundation.

**Keywords:** support system, work-life balance, career development, job satisfaction, female employees, Dhyana Pura Foundation.