

**"PENGARUH *WORKLOAD* DAN *JOB SATISFACTION* TERHADAP
HAPPINESS AT WORK PADA KARYAWAN PT.BAKRIE PIPE
INDUSTRIES"**

ABSTRAK

Rian Japesa

9882405120211033

Permasalahan mengenai adanya peningkatan beban kerja selama beberapa tahun terakhir hingga mencapai angka tertinggi. Penelitian ini bertujuan untuk mengetahui keadaan *Workload*, *Job Satisfaction* dan *Happiness at Work* serta mencari besaran pengaruh *Workload* dan *Job Satisfaction* terhadap *Happiness at Work* pada karyawan PT. Bakrie Pipe Industries baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Bakrie Pipe Industries Divisi Operasional yang berjumlah populasi 248 orang responden dengan menggunakan teknik non probability sampling yaitu sampling jenuh sebanyak 104 responden . Berdasarkan hasil diperoleh bahwa tanggapan responden terkait *Workload* termasuk kedalam katagori sangat tinggi, *Job Satisfaction* sangat rendah dan *Happiness at Work* termasuk kedalam cukup tinggi Berdasarkan hasil pengujian determinasi diperoleh bahwa *Workload* berpengaruh sebesar 2,2% terhadap *Job Satisfaction* berpengaruh sebesar 28,4%, terhadap *Happiness at Work*, *Workload* dan *Job Satisfaction* berpengaruh sebesar 32,6% terhadap *Happiness at Work*. Berdasarkan hasil pengujian hipotesis secara parsial menunjukkan *Workload* berpengaruh terhadap *Happiness at Work*, *Job Satisfaction* berpengaruh terhadap *Happiness at Work*. Berdasarkan hasil pengujian hipotesis secara simultan *Workload* dan *Job Satisfaction* berpengaruh terhadap *Happiness at Work*.

Kata Kunci : *Workload*, *Job Satisfaction*, *Happiness at Work*, Karyawan PT. Bakrie Pipe Industries Divisi Operasional.

**'THE INFLUENCE OF WORKLOAD AND JOB SATISFACTION ON HAPPINESS
AT WORK IN EMPLOYEES OF PT.BAKRIE PIPE INDUSTRIES'**

ABSTRACT

Rian Japesa

9882405120211033

Problems regarding the increase in workload over the past few years to the highest reached the highest number. This study aims to determine the state of Workload, Job Satisfaction and Happiness at Work and find the amount of influence of Workload and Job Satisfaction on Happiness at Work on employees of PT. Bakrie Pipe Industries both partially and simultaneously. The method used in this research is descriptive and verification. used in this research is descriptive and verification with a quantitative approach. quantitative approach. The population used in this study were all employees of PT Bakrie Pipe Industries Operational Division which amounted to a population of 248 respondents by using non-probability sampling techniques, namely using non probability sampling technique, namely saturated sampling technique as many as 104 respondents. Based on the results obtained Based on the results obtained, the respondents' responses related to Workload are included in the very high category, Job Satisfaction is verylow and Happiness at Work is quite high. the results of determination testing obtained that Workload has an effect of 2.2% on Job Satisfaction has an effect of 28.4%, on Happiness at Work, Workload and Job Satisfaction have an effect of 32.6%. Satisfaction has an effect of 32.6% on Happiness at Work. Based on the results of partial hypothesis testing, it shows that Workload affects Happiness at Work, Job Satisfaction affects Happiness at Work. affects Happiness at Work. Based on the results of hypothesis testing simultaneously Workload and Job Satisfaction affect Happiness at Work.

Keywords: Workload, Job Satisfaction, Happiness at Work, Employees of PT Bakrie Pipe Industries Operational Division.