

KOMITMEN KARIR, KEPUASAN KERJA, DAN KEPUASAN HIDUP PADA PEKERJA TEKNOLOGI INFORMASI (TI)

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INTISARI

Penelitian ini bertujuan untuk mengetahui peran komitmen karir terhadap kepuasan hidup pada pekerja TI dengan mediasi kepuasan kerja. Hipotesis penelitian ini adalah “komitmen karir memiliki kontribusi positif terhadap kepuasan hidup, dimana kepuasan kerja menjadi mediator dari keduanya.” Pengukuran dalam penelitian ini menggunakan *Career Commitment Measurement*, *Minnesota Satisfaction Questionnaire*, dan *Satisfaction With Life Scale*. Penelitian ini melibatkan 200 pekerja TI yang bekerja di Yogyakarta, Bandung, dan Jakarta. Analisis regresi dengan model mediasi sederhana menunjukkan bahwa komitmen karir memiliki peran sebesar 12% pada kepuasan hidup pekerja TI ($b = 0,11$; $R^2 = 0,12$; $p < 0,01$). Kepuasan kerja terbukti memediasi keterkaitan antara komitmen karir dengan kepuasan hidup ($b = 0,10$; $p < 0,01$). Komitmen karir yang tinggi memiliki peran terhadap tingginya kepuasan kerja, sehingga akan meningkatkan kepuasan hidup pekerja TI.

Kata kunci: komitmen karir, kepuasan hidup, kepuasan kerja, pekerja TI.

**CAREER COMMITMENT, JOB SATISFACTION, AND LIFE SATISFACTION
AMONG INFORMATION TECHNOLOGY (IT) WORKER**

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ABSTRACT

This research aimed to examine the role of career commitment in life satisfaction among IT worker through the mediation of job satisfaction. It was hypothesized that career commitment positively contribute to the life satisfaction, and this contribution is mediated by job satisfaction. Variables were measured by Career Commitment Measurement, Minnesota Satisfaction Questionare, and Satisfaction With Life Scale. Participants were 200 IT worker in Yogyakarta, Bandung, and Jakarta. Regression analysis with simple mediation model showed that career commitment positively contribute significantly to life satisfaction ($b= 0,11$; $R^2= 0,12$; $p< 0,01$), and job satisfaction was proven to mediate the interconnection between career commitment and life satisfaction ($b= 0,10$; $p<0,01$). It was concluded that higher career commitment were associated with higher life satisfaction, and in turn contributed to increasing life satisfaction.

Keywords: career commitment, life satisfaction, job satisfaction, IT worker