

## INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan pernikahan karyawan (KPK) terhadap kreativitas di tempat kerja (KTK) dengan *family-work resource spillover* (FWRS) sebagai variabel pemediasian. Organisasi dapat memanfaatkan KPK melalui FWRS untuk meningkatkan KTK pada karyawan.

Penelitian ini merupakan studi *cross-sectional* yang dilakukan terhadap 146 responden. Pemilihan sampel secara *purposive sampling* dengan kriteria sudah menikah, dan masa kerja minimal 2 tahun. Pengambilan data dilakukan dengan penyebaran kuesioner secara *daring*. Selanjutnya, data primer diolah dan diuji menggunakan metode analisis *Structural Equation Modeling-Partial Least Square* (SEM-PLS). Pengujian model mediasi menggunakan metode Hayes (2018).

Hasil pengujian membuktikan bahwa: (a) kepuasan pernikahan karyawan tidak berpengaruh terhadap kreativitas di tempat kerja, (b) *family-work resource spillover* memediasi pengaruh kepuasan pernikahan karyawan terhadap kreativitas di tempat kerja.

Kata kunci: kepuasan pernikahan karyawan, kreativitas di tempat kerja, *family-work resource spillover*.

## ABSTRACT

This study aims to analyze the effects of employee marriage satisfaction (KPK) on creativity in the workplace (KTK) with family-work resource spillover (FWRS) as a mediating variable. Organizations can utilize the KPK through FWRS to increase KTK on employees.

This research is a cross-sectional study conducted on 146 respondents. The sample selection was done by purposive sampling with the criteria of being married, and a minimum working period of 2 years. Data is collected by distributing questionnaires online. Furthermore, the primary data is processed and tested using the Structural Equation Modeling-Partial Least Square (SEM-PLS) analysis method. Testing mediation models uses the methods of Hayes (2018).

The test results prove that: (a) employee marital satisfaction does not effect on creativity in the workplace, (b) family-work resource spillover mediates the effect of employee marital satisfaction on creativity in the workplace.

**Keywords:** employee marriage satisfaction, creativity in the workplace, family-work resource spillover.