



MAKNA *QUALITY OF WORK LIFE* PADA STAF NON-GOVERNMENT ORGANIZATION

INTISARI

Berbagai kendala dan keterbatasan NGO tidak menghalangi staf NGO untuk dapat merasakan *quality of work life* yang baik. Penerapan *quality of work life* di organisasi profit dan non-profit tentunya berbeda, namun tidak banyak penelitian yang membahas penerapan *quality of work life* di organisasi non-profit. Penelitian ini bertujuan untuk mengungkap makna *quality of work life* pada staf NGO. Responden dalam penelitian ini yaitu empat orang staf NGO yang berdomisili di Yayasan COB yang berlokasi di Solo, Jawa Tengah. Penelitian ini menggunakan metode penelitian kualitatif fenomenologi. Hasil penelitian mengungkapkan bahwa staf NGO memaknai *quality of work life* sebagai suatu kondisi pekerjaan yang sesuai dengan panggilan hidup yang membawa dampak pada pertumbuhan dan kesejahteraan sebagai manusia yang utuh. *Quality of work life* yang dirasakan oleh staf NGO tidak banyak dipengaruhi oleh pemenuhan kebutuhan fisik yang dapat organisasi berikan.

Kata kunci : *Quality of Work Life, Non-Government Organization*



THE MEANING OF QUALITY OF WORK LIFE ON NON-GOVERNMENT ORGANIZATION STAFFS

ABSTRACT

Various constraints and limitations of NGO do not preclude NGO staffs to have good quality of work life. The implementation of quality of work life in profit organizations and non-profit organization is certainly different. However, there are less of studies or literature which discuss about the implementation of quality of work life in non-profit organization. The aim of this study is to find out the meaning of quality of work life on NGO staffs. The respondents in this study are four NGO staffs from COB Foundation which is located in Solo, Central Java. This study uses phenomenological qualitative research method. Hence, result of this study reveals that the NGO staffs believe that quality of work life is a condition where is suitable for their passion and calling, and brings an impact on their personal growth and subjective well being as a whole human being. The quality of work life which is perceived by NGO staffs, are not much influenced by the physical needs that the organizations can give for their staffs.

Keywords : *Quality of Work Life, Non-Government Organization*