Ahmad Antoni, Pengaruh *Workaholism*, *Work Engagement* Dan *Work Environment* Terhadap *Job Satisfaction* di Bimbel Perwira Surabaya, Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Gresik, Januari, 2018.

ABSTRAKSI

Tujuan Penelitian ini untuk mengetahui pengaruh pengaruh *workaholism*, *work engagement* dan *work environment* terhadap *job satisfaction* di Bimbel Perwira Surabaya. Sampel menggunakan metode sampel jenuh yaitu teknik penentuan sampel dimana semua anggota populasi digunakan sebagai sampel dikarenakan jumlah populasi yang relatif kecil atau kurang dari 100. Jadi sampel dalam penelitian ini berjumlah 35 orang.

Teknik analisis data menggunakan regresi linear berganda. Hasil analisis regresi linear berganda $Y = 0,027 + 0,338X_1 + 0,487X_2 + 0,381X_3 + e$ hal ini membuktikan bahwa *workaholism*, *work engagement* dan *work environment* terbukti mempunyai pengaruh yang signifikan secara parsial terhadap *job satisfaction* di Bimbel Perwira Surabaya. Secara simultan *workaholism*, *work engagement* dan *work environment* juga terbukti berpengaruh signifikan terhadap *job satisfaction* di Bimbel Perwira Surabaya. Hasil tersebut dapat diartikan bahwa dengan adanya *workaholism*, *work engagement* dan *work environment* yang telah diterapkan dapat meningkatkan *job satisfaction* di Bimbel Perwira Surabaya.

Kata kunci : *workaholism, work engagement* dan *work environment*

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ABSTRACTION

The purpose of this study was to determine the effect of workaholism, work engagement and work environment on job satisfaction in Bimbel Perwira Surabaya. Samples using saturated sampling method is a sample determination technique where all members of the population are used as a sample because the population is relatively small or less than 100. So the sample in this study amounted to 35 people.

Data analysis techniques use multiple linear regression. The results of multiple linear regression analysis $Y = 0,027 + 0,338X_1 + 0,487X_2 + 0,381X_3 + e$ proved that workaholism, work engagement and work environment proved to have a partially significant influence on job satisfaction in Bimbel Perwira Surabaya. Simultaneously workaholism, work engagement and work environment also proved to have a significant effect on job satisfaction in Bimbel Perwira Surabaya. These results can be interpreted that with the workaholism, work engagement and work environment that has been applied to improve job satisfaction in Bimbel Perwira Surabaya.

Keywords *: workaholism, work engagement and work environment*