
THE INFLUENCE OF QUALITY OF WORK LIFE, JOB SATISFACTION AND EMPLOYEE ENGAGEMENT ON THE PERFORMANCE OF HONORER EMPLOYEES DPRD BULUKUMBA

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Abstract

This study aims to determine the effect of the quality of work life, job satisfaction and employee engagement on the performance of honorary employees of the DPRD Bulukumba. The research method used is a quantitative method with a descriptive approach. This research was carried out at the Bulukumba DPRD Office. The population in this study were temporary employees who worked at the Bulukumba DPRD Office, totaling 45 people who were used as the research sample. The results of this study indicate that (1) the quality of work life (X1) has no effect on employee performance (Y) with a statistical T count of 0.652 greater than $\alpha = 0.5$ ($0.000 < 0.05$). (2) Job satisfaction (X2) has an effect on employee performance (Y) with statistical results T count of 0.005 less than $\alpha = 0.05$ ($0.000 < 0.05$),. (3) employee engagement (X3) has no effect on employee performance (Y) with statistical results T count of 0.569 greater than $\alpha = 0.05$ ($0.000 < 0.05$). (4) quality of work life (X1), job satisfaction (X2), and employee engagement (X3) effect on employee performance (Y) with statistical results F count obtained a significance value of 0.003 less than the value of 0.05. (5) job satisfaction (X2) which has the most influence on employee performance (Y) with statistical results T count of 0.005 smaller of $\alpha = 0.05$ ($0.000 < 0.05$).

Keywords: *Quality of Work Life, Job Satisfaction, Employee Engagement, Employee Performance*

INTRODUCTION

Human resource management is a part of management that focuses on the human aspect. The function of human resource management (HR) is to carry out job analysis, HR planning, recruitment and selection, placement and career development as well as good education and training that will increase the potential of human resources to work because they have received the provision of knowledge and skills and are placed in the right position .

The ability of employees is reflected in their performance. Performance is generally interpreted as the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2009 in Setiadi & Wartini 2016). Employees can work well if they have high performance so they can produce good work too.

Employee performance is the basis for achieving the goals of an organization. The success of an organization in improving its performance is highly dependent on the quality of the human resources involved in working while in the organization. Furthermore, the role of human resources in organizational performance is very important, human resource decisions must be able to increase efficiency and even be able to provide increased organizational results and also have an impact on increasing satisfaction (Logahan, 2009 in Setiadi & Wartini 2016). Employee performance can affect the ongoing activities of an agency, the better the performance shown by employees

will greatly assist in the development of the agency. Employee performance is what affects how much they contribute to their institution.

According to Rivai (2011) that performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in an agency. Factors that can affect employee performance include motivation, leadership, work environment, work discipline, work culture, communication, commitment, position, quality of work life, training, compensation, job satisfaction, employee engagement and many others (Wahyuuddin 2006 in Setiadi & Wartini 2016).

In this study, the factors that influence employee performance include the quality of work life and employee job satisfaction. The quality of work life is a major issue that deserves organizational attention. This refers to the idea that the quality of work life, job satisfaction and employee engagement are deemed capable of increasing the role and performance of employees in agencies.

Arifin's research (2012) found that the quality of work life has a positive and significant impact on employee performance. The better the quality of employee work life is very influential on their performance in the organization. The existence of a good quality of work life can also foster the desire of employees to stay and survive in the organization. It can also be judged that the employee shows his satisfaction with the agency's treatment of him.

Meanwhile, satisfaction can be seen as a positive statement resulting from an employee's assessment of what has been done for his employees. Employee satisfaction in an organization greatly influences employee performance as Novita's research findings (2013) state that the higher the employee's feeling of satisfaction, the more motivated his performance will be.

When temporary employees choose to stay at the agency, this means that the employee has a sense of satisfaction with what the agency has given him. Job satisfaction is expected to be a good and positive expression given by employees to agencies and temporary employees naturally feel attached to the office so that it helps reduce the desire of employees to leave the agency.

Factors of quality of work life, job satisfaction, attachment to honorary employees can be both supporters and obstacles that can affect employee performance in an agency. If the office is able to create and maintain a good quality of work life and generate job satisfaction for each employee, then employees will naturally be bound and still want to work in the office and will improve performance.

Although there are many interns working in the DPRD, the interns there are not employed. There are even those who are paid 300-500 thousand rupiah and honorary officers who have just entered and whose name is not registered in the 2020 budget do not get a salary. This greatly affects the performance of officers, the quality of work life, job satisfaction and employee engagement.

In this case, the agency created a forum through the chat program through the Whatsapp application, which is a group specifically made for honorary employees of the Bulukumba DPRD where later this application will become a forum for all employees to express ideas, complaints, information and other things that can be read by all employees, so that leaders and temporary employees find it easier to share information and it is hoped that there will be mutual openness about everything that happens in the office, starting from leaders and subordinates. With this program, the office tries to provide a facility that aims to improve employee performance, have a quality of work life and feel satisfied and continue to be attached to the agency.

Results of interviews from MR and AP who claimed that the performance of honorary employees at the Bulukumba DPRD office was good. More honorary employees do work according to their respective duties and obligations and help each other between employees. Even though there are some employees who have less performance in carrying out tasks but want to learn and develop their knowledge so that they can be like other employees.

The results of an interview with one of the honorary employees who chose to stop working at the Bulukumba DPRD Office, NR stated that he had worked for 3 months but did not get a salary and received information from a friend who had received a salary but had to work for one year and even more than that . Therefore he prefers to quit and look for another job.

In contrast to some temporary employees who worked for 3 years at the Bulukumba DPRD office, according to HR, AM and PT, they stated that even though they worked without being paid, they still got paid the salary of the Bulukumba DPRD office but felt comfortable with their co-workers and the office environment. They do not feel disadvantaged working without being paid or working but low wages, even though according to them they can get another job with a diploma they have but that does not make them stop working and look for other jobs with better pay. PT added that the superiors at the office are very good and understand the honorary employees, that's why I don't look for other jobs that might not make them comfortable and get good people.

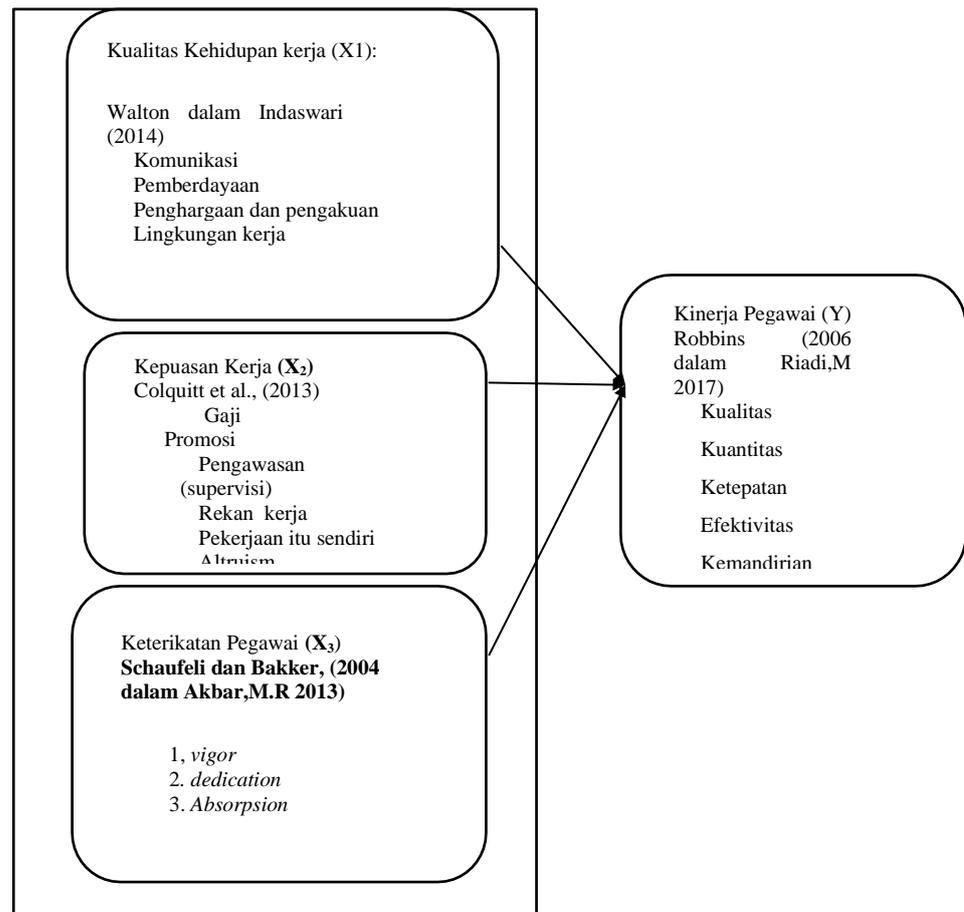
It is the same as what was stated by NS, who has worked since graduating from high school and has worked for 6 years at the Bulukumba DPRD while continuing to study with honorary friends at the Bulukumba DPRD who have not yet completed strata 1. NS also said that the offices of superiors and subordinates are very compact so that there are honorary employees who participated in continuing the master's degree with employees who were already civil servants.

NS also added that he felt comfortable working for 6 years at the Bulukumba DPRD because apart from good and understanding colleagues, a comfortable work environment, NS also gained many acquaintances, experience and new knowledge while working at the Bulukumba DPRD, the four of them claimed to have an attachment to the office because they held SK which at any time is useful for the future.

From the paragraph above it can be said that the three factors namely quality of work life, job satisfaction and employee engagement have a positive and significant impact on the performance of honorary employees because each factor can reflect a person's feelings towards their respective jobs and also towards everything that is faced by employees respect in the work environment.

By looking at the positive support from the factors of quality of work life, job satisfaction, and employee engagement, it is hoped that this research can help find fulfillment of employee expectations and expectations in managing employee performance improvement in achieving honorary employees of the Bulukumba DPRD in the following year.

Based on the phenomena in the background above, the researchers compiled the concept of the research framework as follows:



By looking at the conceptual framework above, the authors propose the following hypothesis:

1. The quality of work life has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba
2. Job satisfaction has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba
3. Employee engagement has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba
4. Quality of work life, job satisfaction and employee engagement have a positive and significant effect on the performance of honorary employees
5. Variable Job satisfaction is the most dominant that affects honorary employees of DPRD Bulukumba.

Research methods

The implementation of the research was carried out at the DPRD Secretariat Office of Bulukumba Regency. The time of the research was conducted for 2 (two) months starting from October 2020 to November 2020. The population in this study were 45 honorary employees of the Bulukumba DPRD. The method of determining the sample in this study was a saturated sample, namely the entire population was used as a sample. So in this study the number of samples was 45 honorary employees of the DPRD Bulukumba. Collecting data in this study is as follows a list of questions (questionnaire),

study documentation, interview techniques. The data analysis technique uses multiple linear regression analysis which is preceded by a validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test on research data hypothesis testing is used t test to test partial relationships and f test to determine the relationship simultaneously. Analysis of significance in this study was used through a test of the coefficient of determination (R square).

T test results

Effect of quality of work life, job satisfaction and employee engagement on performance

Based on the results of the analysis using the SPSS 23.0 program, the results of multiple linear regression analysis were obtained.

Table 1. T test results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.492	5.453		3.208	.003
	total quality	-.110	.242	-.071	-.455	.652
	the total kepuasan	.323	.108	.424	2.984	.005
	total keterikatan	-.196	.341	-.090	-.575	.569

a. Dependent Variable: total performance

Based on the table above it can be obtained that the multiple linear regression equation can be explained as follows:

$$Y=17,492 - 0,110 X1 + 0,323 X2 - 0,196 X3$$

Y = 17.492 is a constant value where, X1 is -0.110 indicating that the variable quality of work life (X1) has no significant and negative effect on employee performance. In other words, if the quality of work life variable is increased by 1 unit, the employee's performance will decrease by -0.110 scale units. X2 of 0.323 indicates that the variable job satisfaction (X2) has a significant and positive effect on employee performance. In other words, if job satisfaction is increased by 1 unit, employee performance will increase by 0.322 scale units. X3 = -0.196 indicates that the employee engagement variable (X3) has no significant and negative effect on employee performance. In other words, if employee engagement is increased by 1 unit, employee performance will decrease by - 0.196 scale units.

F test results

The Effect of Quality of Work Life, Job Satisfaction and Employee Engagement Simultaneously on Performance

Based on the results of the analysis using the SPSS 23.0 program, the results of multiple linear regression analysis were obtained.

Table 2. F test results
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	75.455	3	25.152	3.339	.028 ^b
Residual	308.857	41	7.533		
Total	384.311	44			

a. Dependent Variable: total performance

b. Predictors: (Constant), total keterikatan, total kepuasan, total kualitas

Based on the SPSS output table, it is known that the significance value of 0.028 is smaller than the value of 0.05, so according to the basis of decision making in the F test it can be concluded that the hypothesis is accepted or the variable Quality of work life (X1), job satisfaction (X2), employee engagement (X3) effect simultaneously on employee performance (Y).

Coefficient of Determination (R)

Based on the results of the analysis using the SPSS 23.0 program, the results of a linear regression analysis were obtained.

Table 3. Coefficient of Determination (R)
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.443 ^a	.196	.138	2.745

a. Predictors: (Constant), total keterikatan, total kepuasan, total kualitas

b. Dependent Variable: total performance

Based on the results of analysis of variance on the quality of work life. Job satisfaction and employee engagement simultaneously affect employee performance and the coefficient of determination is obtained (R^2) of 19.60, this means that performance is influenced by the quality of work life. job satisfaction and employee engagement of 19.60%, while the remaining 80.40% are factors not present in this study. Factors that can affect employee performance include motivation, leadership, work environment, work discipline, work culture, communication, commitment, position, training, compensation, (Wahyuddin 2006 in Setiadi & Wartini 2016).

Hypothesis Test Results

1. Hypothesis Test 1

To test hypothesis 1 which states that the quality of work life (X1) has no partial effect on employee performance (Y) using the t test. The results of the t-test analysis obtained a significant value for the quality of work life of 0.652 greater than $\alpha = 0.5$ ($0.000 < 0.05$), so that the variable quality of work life (X1) has no significant effect on employee performance (Y). Thus the first hypothesis is statistically rejected.

2. Hypothesis Test 2

To test hypothesis 2 which states that job satisfaction (X2) affects employee performance (Y) use the t test. The results of the t-test analysis obtained a significant value of job satisfaction of 0.005 which is less than $\alpha = 0.05$ (0.000

<0.05), so it is proven that the variable job satisfaction (X2) has a significant effect on employee performance (Y). Thus the second hypothesis is statistically accepted.

3. **Hypothesis Test 3**

To test hypothesis 3 which states that employee engagement (X3) has no effect on employee performance (Y) use the t test. The results of the t-test analysis obtained a significant value of employee engagement of 0.569 greater than $\alpha = 0.05$ ($0.000 < 0.05$), so it was proven that the employee engagement variable (X3) had no significant effect on employee performance (Y). Thus the third hypothesis is statistically rejected.

4. **Hypothesis Test 4**

To test hypothesis 4 which states that the quality of work life (X1), job satisfaction (X2), and employee engagement (X3) have a simultaneous effect on employee performance (Y) use the F test. The F test results obtained a significance value of 0.003 which is smaller than the 0.05, then according to the basis of decision making in the F test it can be concluded that the hypothesis is accepted or the variable quality of work life, job satisfaction and employee engagement simultaneously influence employee performance (Y).

5. **Hypothesis Test 5**

To test hypothesis 5 which states that job satisfaction (X2) has the most influence on employee performance (Y) use the t test. The results of the t-test analysis obtained a significant value of job satisfaction of 0.005 which is less than $\alpha = 0.05$ ($0.000 < 0.05$), so it is proven that the variable job satisfaction (X2) has a significant effect on employee performance (Y). Thus the hypothesis is statistically accepted.

Discussion

The quality of work life has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba

The results of observations on the results of the validity test resulted in all instruments from the variable quality of work life (X1) all of which resulted in a calculated r value greater than r table. So it can be concluded that all instruments in this study can be said to be valid. From the results of the reliability test, it was obtained that all values of the variables all produced Cronbach's alpha values greater than 0.6 so that it can also be concluded that all instruments in the quality of work life variable were reliable.

From the results of the normality test using the Kolmogorov Spirnov method, the significance of the normality test was 0.200, which was greater than the 0.05 significance level, so it could be concluded that the normality tests in this study were normally distributed. The results of the t test analysis obtained a significance value of the quality of work life of 0.652 greater than $\alpha = 0.5$ ($0.000 < 0.05$), so that the variable quality of work life (X1) has no significant effect on employee performance (Y). Thus the first hypothesis is statistically rejected.

The results above show that efforts to obtain a better working life and achieve welfare for employees are the most important issues to pay attention to. The results of the interview with one of the respondents stated that the factors that affect the low quality of work life are work factors, organizational situations, individual factors, and family factors that allow unwanted negative things to happen such as tardiness, absenteeism and even quitting work.

Arifin (2012 in Setiyadi & Wartini 2016) argues that the better the quality of employee work life greatly influences their performance in the organization. Based on the research results show that Communication, Empowerment. and Lthe work environment is not liked by honorary employees of DPRD Bulukumba. Especially Empowerment, where employees can develop their abilities and the availability of opportunities to use the skills or knowledge possessed by four peoplerepondents stated that disagreeing with item could develop knowledge and skills in the Bulukumba DPRD office.

According to the results of the interview, one of the respondents stated that they did not feel able to develop their knowledge and skills because they had just been transferred to the room, they did not understand the work in that room and there were many employees who could do and complete the existing work.

Two respondents stated that they did not agree with communication, according to the results of interviews with responses suggesting that the lack of communication with superiors and feelings of awkwardness affect the quality of work life. So that sometimes employees feel not free at work

Cumming and Worley (2005 in Pratiwi & Himam 2014) suggest the quality of work life as a relationship between one's work reactions, especially those related to personal satisfaction at work. This theory focuses on the personal consequences of work experience and how to change work to meet personal needs.

A similar opinion was expressed by Bernadin and Russel (1993 in Pratiwi & Himam 2014) who argued that the quality of work life is related to individual experiences in obtaining satisfaction, increased motivation, work involvement, and commitment to work life. Quality of work life is the degree to which an individual gets satisfaction in fulfilling personal needs, such as the need for freedom when working in an organization.

According to Hanefah in Faizal (2013 in setiyadi & Wartini 2016) suggests that the factors that affect the quality of work life are growth and development (*growth and development*) grow and develop to be able to develop all their skills and performance in the challenges of carrying out quality work. And Participation (*participation*) employee opportunities given by the agency in making a decision and responsibility for his work.

The research results are in line with research conducted by Rahman.A (2019)with a total population of 50 peopleofficer PT. Astra Motor Tarakan. To test the hypothesis used multiple linear regression model with t test. The results of this study indicate that the quality of work life has no effect on performanceofficer.

Job satisfaction has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba

The results of observations on the results of the validity test resulted in all instruments from the variable job satisfaction (X2) all producing r count values greater than r table. So it can be concluded that all instruments in this study can be said to be valid. From the results of the reliability test, it was obtained that all values of the variables all produced values *alpha Cronbach* greater than 0.6 so that it can be concluded that all instruments in the variable job satisfaction are reliable. From the results of the normality test using the Kolmogorov Spirnov method, the significance of the normality test was 0.200, which was greater than the 0.05 significance level, so it could be concluded that the normality tests in this study were normally distributed.

It is believed by most management that job satisfaction can affect workforce behavior, work productivity, absentee levels and workforce turnover. Where there are

several indicators of job satisfaction, according to Colquitt et al., (2013), namely salary, promotion, supervision (supervision), co-workers, the work itself, altruism, status and social environment. The results of the t test analysis obtained a significant value of job satisfaction of 0.005 less than $\alpha = 0.05$ ($0.000 < 0.05$), so it is proven that the variable job satisfaction (X2) has a significant effect on employee performance (Y). Thus the second hypothesis is statistically accepted. Satisfaction can be viewed as a positive statement resulting from an employee's assessment of what has been done by the agency/organization to its employees. Employee satisfaction in an organization greatly influences employee performance as stated by Novita (2013 in Setiyadi & Wartini 2016) that the higher the employee's feeling of satisfaction, the more motivated his performance will be.

In line with research conducted by Setiyadi.W.Y & Wartini.S (2016) with a sample of 84 people. The results of his research indicate that job satisfaction variables have a positive effect on employee performance. employees who perform well, if they have high job satisfaction. Research conducted by Astiti, P (2015) job satisfaction has a positive and significant effect on the performance of high school/vocational high school honorary employees in the city of Yogyakarta. The results of the research by Siregar and Alamsyah, R (2017) show that job satisfaction has a significant effect on the performance of honorary employees at the housing and settlement services in the city of Medan.

In line with the results of the interview, one of the subjects stated that he always improved his performance at work because he was satisfied and in accordance with the rewards received at the Bulukumba DPRD office. Wexley and Yukl (1988, Gibson, Ivancevich, & Donnelly 1997), and Cascio (2003 in Pratiwi & Himam 2014) suggest that job satisfaction is an individual's internal state in the form of positive feelings and attitudes towards his work. According to Rivai (2011) the notion of job satisfaction is an evaluation that describes a person's feelings of pleasure or displeasure, satisfaction or dissatisfaction at work.

Robbins and Judge (2011) suggest that job satisfaction is a positive attitude of employees towards their work. In work units, employees do not just work but face various kinds of situations, for example relating to relationships with co-workers, with superior policies, with rewards received, and promotion opportunities.

Employee engagement has a positive and significant effect on the performance of honorary employees of the DPRD Bulukumba

The results of observations on the results of the validity test resulted in all instruments from the employee engagement variable (X3) all of which produced a calculated r value that was greater than the r table. So it can be concluded that all instruments in this study can be said to be valid. From the results of the reliability test, it was obtained that all values of the variables all produced values *alpha Cronbach* greater than 0.6 so that it can be concluded that all instruments in the employee engagement variable are reliable.

From the results of the normality test using the method *Kolmogorov Spirnov* the results of the significance of the normality test were 0.200 where these results were greater than the significance level of 0.05 so that it could be concluded that the normality tests in this study were normally distributed. The results of the t test analysis obtained a significant value of employee engagement of 0.569 greater than $\alpha = 0.05$ ($0.000 < 0.05$), so it is proven that the employee engagement variable (X3) has no significant effect on employee performance (Y). Thus the third hypothesis is statistically rejected.

Based on the statistical results, it shows that *vigor, dedication, absorpsion* Noaffect the performance of honorary employees DPRD Bulukumba. Especially the dedication marked by a feeling full of meaning, enthusiasm, inspiration, pride and challenge. Respondents stated that they did not agree with feeling proud to be honorary at the Bulukumba DPRD Office. Based on the results of the study, it was shown that employee engagement with item absorpsion was not liked and six people chose neutral because of the lack of concentration of employees while working and the ease with which employees detached themselves from work.

The results of the interview were one of the subjects who felt that they were not concentrating at work and found it easy to enter and leave at any time in the Bulukumba DPRD. The results of the interview, one subject also stated that he was not proud to be an honorary worker in the Bulukumba DPRD because according to him, working as an honorary worker in the Bulukumba DPRD did not mean anything, especially since according to him it was very unlikely that they would become civil servants by becoming honorary workers in the Bulukumba DPRD because many other honorary workers had previously been decades have not been promoted to ASN.

Amstrong (2008 in Anggraini, Astuti & Prasetya 2016) suggests that employee engagement is influenced by the work itself, work environment, leadership, opportunities for self-development, and opportunities to contribute. Benthall (2001 in Indrasari, M 2017) argues that employee engagement is a situation in which humans feel they find their full meaning, have motivation at work, are able to receive support from others positively, and are able to work effectively and efficiently in the work environment.

In line with research conducted by Arista, et al (2019) with a total sample of 70 employees who are employees of Kyai Langgeng Park. The results of the study show that employee engagement does not affect employee performance.

Joushan, et al (2015 in Arista, et al, 2019) shows that employee engagement has no significant effect on employee performance. In line with the research conducted by Rahmadalena and Asmanita (2020) to determine the effect of work engagement on employee performance with a sample size of 90 permanent employees. The results of his research show that employee engagement has no significant effect on employee performance at PT.Bukit Asam Tbk Kertapati Palembang dock unit, meaning that there are still some employees who are not proud of their work.

The same results were found in the research conducted by Sumakto and Sami'ah (2013) which showed that there was no correlation between work engagement and employee performance at Surabaya Plaza employees. Agustian (Rahmah, 2013) stated the importance of employee engagement not only in agencies but in government agencies. High work engagement makes a person motivated to work and committed, enthusiastic at work and enthusiastic. Attachment makes someone feel that their existence in an institution is meaningful for their lives to the deepest level which in the end will improve employee performance.

Quality of work life, job satisfaction and employee engagement have a positive and significant effect on the performance of honorary employees of DPRD Bulukumba

The results of observations on the results of the validity test resulted in all instruments from the variable quality of work life (X1) all of which resulted in a calculated r value greater than r table. In addition, the job satisfaction variable (X2) all produces r calculated values greater than r table, so does the work engagement variable (X3) and employee performance variable (Y) all produce r calculated values greater than

r table. So it can be concluded that all instruments in this study can be said to be valid. From the results of the reliability test, it was obtained that all values of the variables all produced values *alpha Cronbach* greater than 0.6 so that it can be concluded that all instruments in this study are reliable.

From the results of the normality test using the Kolmogorov Spirnov method, the significance of the normality test was 0.200, which was greater than the 0.05 significance level, so it could be concluded that the normality tests in this study were normally distributed. Based on the results of analysis of variance on the quality of work life. Job satisfaction and employee engagement simultaneously affect employee performance and the coefficient of determination (R^2) of 19.60, this means that performance is influenced by the quality of work life. job satisfaction and employee engagement of 19.60%, while the remaining 80.40% are factors not present in this study. Factors that can affect employee performance include motivation, leadership, work environment, work discipline, work culture, communication, commitment, position, training, compensation, (Wahyuddin 2006 in Setiadi & Wartini 2016).

Quality of work life (X1), job satisfaction (X2), and employee engagement (X3) simultaneously influence employee performance (Y) using the F test. The F test results obtained a significance value of 0.003 less than the value of 0.05, so it is appropriate the basis for decision making in the F test can be concluded that the hypothesis is accepted or the variable quality of work life, job satisfaction and employee engagement simultaneously influence employee performance (Y).

The results of Hasmalawati N's research, (2017) quality of work life as an independent variable affects the dependent variable, namely performance by 31%, while the rest is influenced by other variables. The practical implication of this research is that the higher the employee's work life, the higher the employee's performance. This in turn can make employees more productive in improving services to the community.

The results of the research are also in line with the research of Hasan Z.M, (2017).” The results of testing the hypothesis show that there is a significant influence on the quality of work life and job satisfaction. Gallub (Nurbaity and Sulisty, 2013) suggests that employee engagement affects the quality of work life, job satisfaction and reduces the number of employee absences and reduces the tendency to change jobs.

The Most Dominant Job Satisfaction Variable Influences the Performance of Honorary Employees of DPRD Bulukumba Regency

Based on the results of multiple linear regression analysis, it was found that the dominant variable influencing employee performance was job satisfaction (X2). $\alpha = 0.5$ ($0.000 < 0.05$), so that the variable quality of work life (X1) has no significant effect on employee performance (Y). Thus the first hypothesis is statistically rejected.

While the results of the t test analysis obtained a significance value of employee engagement of 0.520 greater than $\alpha = 0.05$ ($0.000 < 0.05$), so it is proven that the employee engagement variable (X3) has no significant effect on employee performance (Y). Thus the third hypothesis is statistically rejected. So therefore job satisfaction (X2) which has the most influence on employee performance (Y) using the t test. The results of the t test analysis obtained a significance value of job satisfaction of 0.001 less than $\alpha = 0.05$ ($0.000 < 0.05$), so it is proven that the variable job satisfaction (X2) has a significant effect on employee performance (Y). Thus the hypothesis is statistically accepted.

The results of Pravitasari's research., D, et al (2017) show that job satisfaction has a significant and positive effect on performance. Individual job satisfaction factors have

a significant effect on employee performance. Job satisfaction is a reflection of one's feelings that are influenced by psychological factors, social factors, physical factors, and financial factors. One's satisfaction is very subjective because one's level of satisfaction is different from one another and tends to have no limit. Increased satisfaction officer given will affect feelings officer in work and the resulting performance.

Conclusion

Based on the results and discussion, conclusions can be formulated to answer the objectives of this study as follows:

1. Variable X1 (Quality of work life) has no positive and significant effect on the performance of honorary employees of DPRD Bulukumba
2. Variable X2 (Job satisfaction) has a positive and significant influence on the performance of temporary employees of the DPRD Bulukumba
3. Variable X3 (employee engagement) has no positive and significant effect on the performance of honorary employees of the DPRD Bulukumba
4. Variables X1 (Quality of work life), X2 (job satisfaction) and X3 (employee engagement) have a positive and significant impact on the performance of temporary employees of DPRD Bulukumba
5. The most dominant variable X2 (job satisfaction) has an influence on honorary employees of the DPRD Bulukumba.

Suggestion

Based on the discussion of the results and conclusions of the research, the following suggestions are proposed:

1. For honorary employees of DPRD Bulukumba

Researchers suggest that they keep trying to foster the quality of work life, job satisfaction and work engagement at the Bulukumba DPRD office. To be better at carrying out the duties and obligations given.

2. For Agencies

The researcher hopes that with this research, government agencies, especially the Bulukumba DPRD will pay more attention to work life, job satisfaction and work engagement at the Bulukumba DPRD office. To be better at carrying out the duties and obligations given.

3. For further researchers

The next researcher who is interested in conducting further research on the quality of work life, job satisfaction and work engagement, the researcher suggests researching in a different area, the researcher also suggests conducting research with other variables or by using an in-depth qualitative approach to the research subject in order to obtain an overview more complete on this topic.

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