

ABSTRACT

One of the aspects which has to be a concern of a company for having better human resources with a good performance is the quality of work life. This stud investigates problems about quality of work life to find out which quality of work life factors considered dominant towards the employees of PT Duta Transformasi Insani.

The factors of quality of work life in this study refer to the theory from Swammy et.all (2015; 284) which consist of nine components as follows: working environment, culture and climate of organization, relation and cooperation, training and development, reward and compensation, facilities, working safety and satisfaction, working independency and resource sufficiency.

The result of this study shows that the quality of work life of PT Duta Transformasi Insani employee is categorized good. The analysis towards PT Duta Transformasi Insani employees which also considering their age, gender, educational background, and length of working period has shown a significant result. The two dominant factors which affect the quality of work life of PT Duta Transformasi Insani organization culture, relation and teamwork, working condition as much 47,75% also facilities, work autonomy, reward and compensation as much 13.03%.

Keywords: quality of work life, factor analysis, human resource.

