

DO WORKING CONDITION AND RESILIENCE HAVE AN IMPACT TOWARDS PROMOTION AND LIFE SATISFACTION THROUGH EMPOWERMENT AS A MEDIATION? A COMPARISON BETWEEN CONTRACT AND PERMANENT WORKERS IN GARMENT INDUSTRY

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ABSTRACT

Reaching a satisfaction in one's life by working an expected outcome wanted by every worker. The increasing importance of life satisfaction in the context of garment workers can be explained through examining several factors such as resilience, working condition, and promotion, especially looking into the role of empowerment in explaining it. Using a model integrating working condition and resilience towards promotion and life satisfaction, this study aims to examine the causal relationship between them by analyzing it through the mediation of empowerment and dig further into the difference of the model between 2 employment status, permanent and non permanent workers. The study involved 2897 samples of garment workers in Indonesia and analysis was done using Structural Equation Modeling. Through analyzing the garment workers in general, it was found that working conditions and resilience has a positive impact towards empowerment, which in turn affects life satisfaction positively and confirmed its mediating role. But empowerment is found to be insignificant in explaining working condition and resilience towards promotion in garment workers. Deeper study into varying between employment status has shown interesting result highlighting empowerment's role as mediating variable which differs across employment status.

*Keywords: working condition, resilience, empowerment, promotion, life satisfaction, garment, structural equation modeling*

