



Life Satisfaction of Garment Workers: An Interaction of Workload, Empowerment, and Work-Family Conflict

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ABSTRACT

This study aims to examine the relationship of psychological empowerment, workload, work-family conflict, and life satisfaction on garment workers in Indonesia. Respondents to this study used as many as 2794 garment workers spread across five provinces in Indonesia. Hypothesis testing was conducted using the structural equation model (SEM) method with the LISREL 8.8 application. The results showed that psychological empowerment and workload had a positive effect on life satisfaction, the result also showed that workload has a positive effect on work-family conflict. Meanwhile, there was no significant relationship of empowerment to work-family conflict and empowerment to life satisfaction. In addition, the results of the study also show that work-family conflict does not mediate the workload and empowerment relationship with life satisfaction on garment workers.

