

ABSTRAK

Nama : Cut Farah Dilla

Program Studi : Manajemen

Judul : Pengaruh *Person Organization Fit*, *Intrinsic Motivation* dan *Job Satisfaction* Terhadap *Employee Well Being* : Apakah Gender Sebagai Moderasi Pada Bank Syariah Kota Lhokseumawe

Penelitian ini bertujuan untuk melihat Pengaruh *Person Organization Fit*, *Intrinsic Motivation* dan *Job Satisfaction* Terhadap *Employee Well Being* : Apakah Gender Sebagai Moderasi Pada Bank Syariah Kota Lhokseumawe. Penelitian ini menggunakan data primer yang diperoleh dengan cara membagikan kuesioner kepada 257 responden yang dipilih menggunakan metode *surposive sampling*. Metode analisis data yang digunakan adalah metode SEM dengan bantuan SmartPLS versi 4.0. Hasil penelitian menunjukkan bahwa ***Person–Organization Fit*, *Intrinsic Motivation*, dan *Job Satisfaction*** berpengaruh signifikan terhadap ***Employee Well Being***. Selain itu, variabel **Gender** terbukti memoderasi hubungan antara ***Person Organization Fit*** dan ***Employee Well-Being***, namun tidak memoderasi hubungan antara ***Intrinsic Motivation*** dan ***Job Satisfaction*** terhadap ***Employee Well Being***.

Kata Kunci : *Employee Well-Being, Person Organization Fit, Intrinsic Motivation, Job Satisfaction, Gender*

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This study aims to examine the influence of Person–Organization Fit, Intrinsic Motivation, and Job Satisfaction on Employee Well-Being, with Gender as a moderating variable at Sharia Banks in Lhokseumawe City. The study utilized primary data collected through questionnaires distributed to 257 respondents selected using purposive sampling. The data analysis method employed was Structural Equation Modeling (SEM) using SmartPLS version 4.0. The results indicate that Person–Organization Fit, Intrinsic Motivation, and Job Satisfaction have a significant effect on Employee Well-Being. Furthermore, Gender was found to moderate the relationship between Person–Organization Fit and Employee Well-Being, but did not moderate the relationship between Intrinsic Motivation and Job Satisfaction on Employee Well-Being.

Keywords: *Employee Well-Being, Person Organization Fit, Intrinsic Motivation, Job Satisfaction, Gender*