

***The Influence of Work-life Balance, Employee Engagement and Burnout on Job Satisfaction of Millennial Employees in Kamal Village, West Jakarta***

***By:***

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***Abstract***

*This research is a quantitative study which aims to determine the effect of work-life balance, employee engagement and burnout on job satisfaction of millennial employees. The sample used in this research is 100 millennial employees whose numbers have been calculated using the Purposive formula. The analysis technique used is the differential analysis method and data processing through IBM SPSS with a significant level of 5% (0,05). The results of the tests carried out show that (1) the work-life balance partially and significantly has a positive effect on the job satisfaction, (2) employee engagement partially and significantly influence positive job satisfaction, (3) burnout partially has a negative effect and significantly on job satisfaction, (4) simultaneously, work-life balance, employee engagement and burnout variables have a significant and a positive effect on job satisfaction.*

*Keywords: work-life balance, employee engagement, burnout, and job satisfaction*

**Pengaruh *Work-life Balance*, *Employee Engagement* dan *Burnout* pada  
Karyawan Millenial di Kelurahan Kamal, Jakarta Barat**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh *work-life balance*, *employee engagement* dan *burnout* terhadap kepuasan kerja pada karyawan milenial. Sampel yang digunakan pada peneliti ini ialah 100 karyawan milenial yang jumlahnya telah dihitung menggunakan rumus Purposive Sampling. Teknik analisis yang digunakan yaitu metode analisis inferensial dan mengolah data melalui IBM SPSS dengan tingkat signifikansi 5% ( $0,05$ ). Hasil dari pengujian diperoleh (1) *work-life balance* secara parsial berpengaruh positif dan signifikan terhadap variabel kepuasan kerja, (2) *employee engagement* berpengaruh positif secara parsial dan signifikan terhadap kepuasan kerja, (3) *burnout* secara parsial berpengaruh negatif signifikan terhadap kepuasan kerja, (4) *work-life balance*, *employee engagement* dan *burnout* berpengaruh positif signifikan secara simultan terhadap variabel kepuasan kerja.

Kata kunci : *work-life balance*, *employee engagement*, *burnout*, dan kepuasan kerja