

**PENGARUH *WORKLIFE BALANCE*, STRESS KERJA, DAN  
LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA  
KARYAWAN PT XYZ**

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**ABSTRAK**

Penelitian ini berupa penelitian kuantitatif dengan tujuan untuk mengetahui pengaruh *worklife balance*, stress kerja dan lingkungan kerja terhadap kepuasan kerja PT XYZ. Total populasi dan sampel yang digunakan yaitu 49 orang pegawai tetap PT XYZ. Peneliti melakukan pengumpulan data dengan cara menyebarkan kuesioner online berupa *google form*. Teknik analisis data menggunakan analisis data kuantitatif dengan menggunakan metode statistik. Dalam penelitian ini metode statistik yang digunakan adalah Partial Least Square (PLS). Dari pengujian, diperoleh hasil (1) *worklife balance* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, (2) stress kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, dan (4) *worklife balance*, stress kerja, dan lingkungan kerja secara simultan berpengaruh positif terhadap kepuasan kerja karyawan PT XYZ.

**Kata Kunci:** *worklife balance*, stress kerja, lingkungan kerja dan kepuasan kerja

**THE INFLUENCE OF WORKLIFE BALANCE, WORK  
STRESS, AND WORK ENVIRONMENT ON EMPLOYEE  
SATISFACTION AT PT XYZ**

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**ABSTRACT**

*This research is a quantitative study with the aim of knowing the effect of work life balance, work stress and work environment on job satisfaction at PT XYZ. The total population and sample used are 49 permanent employees of PT XYZ. Researchers collected data by distributing online questionnaires in the form of a Google form. Data analysis techniques using quantitative data analysis using statistical methods. In this study the statistical method used is Partial Least Square (PLS). From the test, the results obtained are (1) work life balance has a positive and significant effect on employee job satisfaction, (2) work stress has a positive and significant effect on employee job satisfaction, (3) the work environment has a positive and significant effect on employee job satisfaction, and (4) work life balance, work stress, and work environment simultaneously have a positive effect on job satisfaction of employees of PT XYZ.*

**Keywords:** *work life balance, work stress, work environment and job satisfaction*