

***THE EFFECT OF WORK-LIFE BALANCE, PHYSICAL WORK
ENVIRONMENT, WORK STRESS ON JOB SATISFACTION
(A CASE STUDY IN THE PRODUCTION DIVISION OF PT TELEVISI
TRANSFORMASI INDONESIA)***

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ABSTRACT

This research is a quantitative research with the aim of knowing the effect of work-life balance, physical work environment, work stress on job satisfaction. The total population is 169 and the sample is 85 permanent employees in the production division of PT Television Transformation Indonesia. The analysis technique use quantitative data analysis using Partial Least Square (PLS). The result of this study indicate (1) work-life balance has a positive and significant effect on job satisfaction, (2) physical work environment has a positive and significant effect on job satisfaction, (3) work stress has a positive and significant effect on job satisfaction, and (4) work-life balance, physical work environment, work stress simultaneously have a positive effect on job satisfaction.

***Keywords : Work-Life Balance, Physical Work Environment, Work stress, and
Job Satisfaction***

**PENGARUH *WORK-LIFE BALANCE*, LINGKUNGAN KERJA FISIK,
STRES KERJA TERHADAP KEPUASAN KERJA (STUDI KASUS PADA
DIVISI PRODUKSI PT TELEVISI TRANSFORMASI INDONESIA)**

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ABSTRAK

Penelitian ini berupa penelitian kuantitatif dengan tujuan untuk mengetahui pengaruh *work-life balance*, lingkungan kerja fisik, stres kerja terhadap kepuasan kerja karyawan. Total populasi berjumlah 169 dan sampel yang digunakan yaitu 85 orang pegawai tetap divisi produksi PT Televisi Transformasi Indonesia. Teknik analisis data menggunakan analisis data kuantitatif dengan menggunakan Partial Least Square (PLS). Hasil penelitian ini menunjukkan (1) *work-life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja (2) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kepuasan kerja (3) stres kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, dan (4) *work-life balance*, lingkungan kerja fisik, stres kerja secara simultan berpengaruh terhadap kepuasan kerja

Kata Kunci : *Work-Life Balance*, Lingkungan Kerja Fisik, Stres Kerja, dan
Kepuasan Kerja