

The Influence of Work-Life Balance, Compensation and Work Environment on Employee Job Satisfaction at PT XYZ.

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Abstract

This research uses quantitative methods as a way to prove and determine the effect of Work Life Balance, Compensation, Work Environment on Employee Job Satisfaction at PT XYZ. The data collection process used was through a questionnaire with a Likert scale google form to employees of PT XYZ with 37 respondents. The analysis technique used is validity test, reliability test, R-Square, path analysis and hypothesis testing with the help of SmartPLS 4.0. The results of the test obtained (1) Work Life Balance has a positive and significant effect on Employee Satisfaction of PT XYZ (2) Compensation has a positive and significant effect on Employee Satisfaction of PT XYZ (3) Work Environment has a positive and significant effect on Employee Satisfaction of PT XYZ (4) Work Life Balance, Compensation and Work Environment simultaneously have a positive and significant effect on PT XYZ Employee Job Satisfaction

Keywords: *Work Life Balance, Compensation, Work Environment and Job Satisfaction.*

Pengaruh *Work-Life Balance*, Kompensasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan PT XYZ.

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Abstrak

Penelitian ini menggunakan metode kuantitatif sebagai cara untuk membuktikan dan mengetahui pengaruh dari *Work Life Balance*, Kompensasi, Lingkungan Kerja terhadap Kepuasan Kerja Karyawan PT XYZ. Proses pengumpulan data yang digunakan melalui kuesioner dengan *google form* skala *likert* kepada karyawan PT XYZ dengan responden sebanyak 37 orang. Teknik analisis yang digunakan melalui uji validitas, uji reliabilitas, *R-Square*, *path analysis* dan uji hipotesis dengan bantuan *SmartPLS 4.0*. Hasil dari pengujian diperoleh (1) *Work Life Balance* berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT XYZ (2) Kompensasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT XYZ (3) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT XYZ (4) *Work Life Balance*, Kompensasi dan Lingkungan Kerja secara simultan berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT XYZ

Kata Kunci : *Work Life Balance*, Kompensasi, Lingkungan Kerja dan Kepuasan Kerja.