

The Influence of Work Life Balance, Knowledge Management, and Quality of Work Life On Employee Engagement at PT Bhinneka Mentari Dimensi

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Abstract

This quantitative research aims to investigate the influence of work life balance, knowledge management, and quality of work life on employee engagement. The study was conducted on 80 permanent employees in the operational department of PT Bhinneka Mentari Dimensi. The sampling technique used in this study was simple random sampling. The data was collected through an online questionnaire via Google Form and analyzed using the Partial Least Square (PLS) method. The following results were obtained from the tests in this study: (1) work life balance has a positive and significant effect on employee engagement at PT Bhinneka Mentari Dimensi, (2) knowledge management has a positive and significant impact on employee engagement at PT Bhinneka Mentari Dimensi, and (3) quality of work life has a positive and significant impact on employee engagement at PT Bhinneka Mentari Dimensi.

Keywords: work life balance, knowledge management, quality of work life, and employee engagement.

Pengaruh *Work Life Balance*, *Knowledge Management*, dan *Quality of Work Life* Terhadap *Employee Engagement* di PT Bhinneka Mentari Dimensi

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Abstrak

Penelitian kuantitatif ini bertujuan untuk mengetahui pengaruh *work life balance*, *knowledge management*, dan *quality of work life* terhadap *employee engagement*. Penelitian ini dilakukan pada 80 karyawan tetap divisi operasional PT Bhinneka Mentari Dimensi. Teknik pengambilan sampel dalam penelitian ini menggunakan *simple random sampling*. Data dikumpulkan melalui kuesioner secara *online* melalui *Google Form* dan dianalisis dengan metode *Partial Least Square* (PLS). Hasil yang diperoleh dari pengujian dalam penelitian ini adalah sebagai berikut (1) *work life balance* berpengaruh positif dan signifikan terhadap *employee engagement* di PT Bhinneka Mentari Dimensi, (2) *knowledge management* berpengaruh positif dan signifikan terhadap *employee engagement* di PT Bhinneka Mentari Dimensi, dan (3) *quality of work life* berpengaruh positif dan signifikan terhadap *employee engagement* di PT Bhinneka Mentari Dimensi.

Kata kunci: *work life balance*, *knowledge management*, *quality of work life*, dan *employee engagement*.