

***Job Satisfaction With Employee Engagement as a Mediation  
Variable  
(Case Study PT XYZ)***

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**ABSTRACT**

*This quantitative research has the aim of knowing and proving about "Job Satisfaction with Employee Engagement as a Mediating Variable (Case Study PT XYZ)" with the respondents used, namely 45 employees in 3 divisions including production, machinery and manufacturing who were sampled for research. The analysis techniques used include descriptive analysis and inferential analysis using SmartPLS 4.0 software. The results of this study indicate that: (1) work-life balance has a positive and significant effect on job satisfaction, (2) the physical work environment has a positive and significant effect on job satisfaction, (3) work-life balance has a positive and significant effect on job satisfaction mediated by employee engagement, (4) the physical work environment has a positive and significant effect on job satisfaction mediated by employee engagement, and (5) employee engagement has a positive and significant effect on job satisfaction.*

***Keywords:*** *Work-Life Balance, Physical Work Environment, Employee Engagement, and Job Satisfaction.*

**Kepuasan Kerja dengan *Employee Engagement* sebagai  
Variabel Mediasi  
(Studi Kasus PT XYZ)**

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**ABSTRAK**

Penelitian kuantitatif ini mempunyai tujuan untuk mengetahui dan membuktikan tentang “Kepuasan Kerja Dengan *Employee Engagement* Sebagai Variabel Mediasi (Studi Kasus PT XYZ)” dengan responden yang digunakan yaitu 45 karyawan pada 3 divisi diantaranya produksi, *machinery* dan pabrikasi yang dijadikan sampel penelitian. Teknik analisis yang digunakan meliputi analisis deskriptif dan analisis inferensial menggunakan software *SmartPLS 4.0*. Hasil penelitian ini menunjukkan bahwa: (1) *work-life balance* memiliki pengaruh positif dan signifikan terhadap kepuasan kerja, (2) lingkungan kerja fisik berdampak positif dan signifikan terhadap kepuasan kerja, (3) *work-life balance* memiliki pengaruh positif dan signifikan terhadap kepuasan kerja yang dimediasi oleh *employee engagement*, (4) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kepuasan kerja yang dimediasi oleh *employee engagement*, dan (5) *employee engagement* memiliki pengaruh positif dan signifikan terhadap kepuasan kerja.

**Kata Kunci** : *Work-Life Balance*, Lingkungan Kerja Fisik, *Employee Engagement*, dan Kepuasan Kerja.