

***The Influence of Employee Engagement, Work-Life Balance, and Work
Motivation on Employee Job Satisfaction PT Nusantara Infrastructure Tbk
Employee Job Satisfaction***

By Muhamad Haekal Ramadhan

ABSTRACT

The research uses quantitative methods to determine and prove the magnitude of the influence of Employee Engagement, Work-Life Balance and Work Motivation on Employee Job Satisfaction PT Nusantara Infrastructure Tbk. The process of collecting data through a questionnaire with a Google form on a likert scale to PT Nusantara Infrastructure employees with 65 respondents. The analysis techniques used include validity testing, reliability testing, R-Square, Q-Square, path analysis and hypothesis testing with the help of SmartPLS 3.0. The results of the test showed that (1) employee engagement has a positive and significant effect on job satisfaction, (2) work-life balance has a positive and significant effect on job satisfaction, (3) work motivation has a positive and significant effect on job satisfaction.

Keywords : Employee Engagement, Work-Life Balance, Work Motivation, Job Satisfaction

Pengaruh *Employee Engagement*, *Work-Life Balance*, dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT Nusantara Infrastructure Tbk

Oleh Muhamad Haekal Ramadhan

ABSTRAK

Penelitian menggunakan metode kuantitatif untuk mengetahui dan membuktikan besarnya pengaruh dari *Employee Engagement*, *Work-Life Balance* dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT Nusantara Infrastructure Tbk. Proses pengumpulan data melalui kuesioner dengan *google form* skala *likert* kepada Karyawan PT Nusantara Infrastructure dengan responden sebanyak 65 orang. Teknik analisis yang digunakan melalui uji validitas, uji reliabilitas, R-Square, Q-Square, path analisis dan uji hipotesis dengan bantuan SmartPLS 3.0. Hasil dari pengujian diperoleh (1) *employee engagement* berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) *work-life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja, (3) motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja.

Kata Kunci: *Employee Engagement*, *Work-Life Balance*, Motivasi Kerja, Kepuasan Kerja