

***The Influence of Work-life Balance and Job Insecurity on
Employee Engagement with Job Satisfaction as Moderating Variable at
Millennial Employee of PT Ivosights***

By Restika Ausilia Faranisa

Abstract

This research is a quantitative study that aims to determine and prove the influence given by independent variables, including work-life balance and job insecurity on the dependent variable of employee engagement, with job satisfaction as a moderating variable, on millennial employees at PT Ivonesia Solusi Data. Respondents on this study object amounted to 90 employees with a sampling technique using the saturated sampling technique. The data analysis techniques used are descriptive statistical analysis and inferential statistical analysis, with data processing carried out through SmartPLS 3.0. The results of the testing of this study are as follows: (1) Work-life balance has a positive and significant effect on employee engagement at millennial employees of PT Ivonesia Solusi Data. (2) Job insecurity has a positive and significant effect on employee engagement of millennial employees of PT Ivonesia Solusi Data. (3) Work-life balance which is moderated by job satisfaction has no effect and is not significant, but still provides a positive influence on employee engagement at millennial employees of PT Ivonesia Solusi Data. (4) Job insecurity which is moderated by job satisfaction provides an effect and is significant, but provides a negative influence on employee engagement at millennial employees of PT Ivonesia Solusi Data. (5) Job satisfaction has a positive and significant effect on employee engagement at millennial employees of PT Ivonesia Solusi Data.

Keywords: *Work-life Balance, Job Insecurity, Job Satisfaction, Employee Engagement.*

**Pengaruh *Work-Life Balance* dan *Job Insecurity* Terhadap
Employee Engagement dengan *Job Satisfaction* Sebagai Variabel Moderasi
Pada Karyawan Milenial di PT Ivosights**

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Abstrak

Penelitian ini merupakan kuantitatif yang bertujuan untuk mengetahui dan membuktikan pengaruh yang diberikan variabel independen diantaranya *work-life balance* dan *job insecurity* terhadap variabel dependen yaitu *employee engagement* dengan *job satisfaction* sebagai variabel moderasi pada karyawan milenial PT Ivonesia Solusi Data. Populasi pada penelitian ini berjumlah 90 karyawan dengan teknik pengambilan sampel menggunakan teknik sampel jenuh. Teknik analisis data yang digunakan yaitu analisis statistik deskriptif dan analisis teknik inferensial dengan pengolahan data dilakukan melalui SmartPLS 3.0. Hasil dari pengujian terhadap penelitian ini diperoleh (1) *work-life balance* berpengaruh positif dan signifikan terhadap *employee engagement* karyawan milenial PT Ivonesia Solusi Data. (2) *Job insecurity* berpengaruh positif dan signifikan terhadap *employee engagement* karyawan milenial PT Ivonesia Solusi Data. (3) *Work-life balance* yang dimoderasi oleh *job satisfaction* tidak memberikan pengaruh dan tidak signifikan namun masih memberikan pengaruh yang positif terhadap *employee engagement* karyawan milenial PT Ivonesia Solusi Data. (4) *Job Insecurity* yang dimoderasi oleh *job satisfaction* memberikan pengaruh dan signifikan namun memberikan pengaruh yang negatif terhadap *employee engagement* karyawan milenial PT Ivonesia Solusi Data. (5) *Job Satisfaction* berpengaruh positif dan signifikan terhadap *employee engagement* karyawan milenial PT Ivonesia Solusi Data.

Kata Kunci: *Work-life Balance, Job Insecurity, Job Satisfaction, Employee Engagement.*