

***THE EFFECT OF WORK-LIFE BALANCE, WORK
ENVIRONMENT AND COMPENSATION ON EMPLOYEE
ENGAGEMENT OF THE PUBLIC RELATIONS AND
PROTOCOL BUREAU OF THE CONSTITUTIONAL COURT OF
THE REPUBLIC OF INDONESIA***

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ABSTRACT

This study aims to determine the effect of work-life balance, work environment and compensation on turnover intention among employees at Mahkamah Konstitusi Republik Indonesia. The research employs a quantitative method with 40 employees from the Bureau of Public Relations and Protocol of the MKRI as the sample. The study utilizes Structural Equation Model (SEM), and the data analysis process uses SmartPLS 3.2.9 application as the measurement tool. The results of the tests reveal (1) work-life balance has a significant effect on employee engagement, (2) work environment has no effect on employee engagement, (3), compensation has a significant effect on employee engagement.

Keywords : *Compensation, employee engagement work-life balance, work environment*

**PENGARUH *WORK-LIFE BALANCE*, *WORK ENVIRONMENT* DAN KOMPENSASI TERHADAP
EMPLOYEE ENGAGEMENT PADA
PEGAWAI BIRO HUMAS DAN PROTOKOL MAHKAMAH
KONSTITUSI REPUBLIK INDONESIA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance*, *work environment*, dan kompensasi terhadap *employee engagement* pada pegawai Mahkamah Konstitusi Republik Indonesia. Penelitian ini menggunakan metode kuantitatif dengan 40 orang pegawai Biro Humas dan Protokol MKRI sebagai sampel. Penelitian menggunakan Structural Equation Model (SEM) dan proses analisis data menggunakan aplikasi SmartPLS 3.2.9 sebagai alat pengukurannya. Hasil dari pengujian diperoleh (1) terdapat pengaruh antara *work-life balance* terhadap *employee engagement*, (2) tidak terdapat pengaruh antara *work environment* terhadap *employee engagement*, (3) terdapat pengaruh antara kompensasi terhadap *employee engagement*.

Kata Kunci : *Employee engagement*, kompensasi, *work-life balance*, *work environment*