

***THE INFLUENCE OF MOTIVATION, EMPLOYEE ENGAGEMENT AND  
QUALITY OF WORK LIFE ON THE JOB SATISFACTION OF EMPLOYEE  
AT PT GOLTENS JAKARTA***

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***Abstract***

*This research is a quantitative study that aims to determine, prove, and analyze the effect of motivation, employee engagement, and quality of work life on job satisfaction in employees of PT Goltens Jakarta. This study uses quantitative methods with employees who are divided into 3 departments, namely sales and business development, technical and support with a total population of 100 employees. Sample selection using the Slovin formula 5% error with random sampling method determines the number of samples as many as 80 respondents. The data analysis technique in this study uses descriptive analysis, validity test, reliability test, R Square test (coefficient of determination), Q square test (predictive relevance), path coefficient test, and t test with the SmartPLS 4.1.0.9 program and a significance level of 5% (0.05). The results of the test obtained (1) there is a significant positive effect of motivation on job satisfaction, (2) there is a significant positive effect of employee engagement on job satisfaction, (3) there is a significant positive effect of quality of work life on job satisfaction.*

***Keyword:*** *Motivation, Employee Engagement, Quality of Work Life, and Job Satisfaction.*

**PENGARUH *MOTIVATION, EMPLOYEE ENGAGEMENT* DAN *QUALITY OF WORK LIFE* TERHADAP *JOB SATISFACTION* PADA KARYAWAN PT GOLTENS JAKARTA**

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**Abstrak**

Penelitian ini merupakan kuantitatif yang memiliki tujuan untuk mengetahui, membuktikan, dan menganalisis pengaruh *motivation, employee engagement*, dan *quality of work life* terhadap *job satisfaction* pada karyawan PT Goltens Jakarta. Penelitian ini menggunakan metode kuantitatif dengan karyawan yang terbagi menjadi 3 departemen, yaitu *sales and business development, technical* dan *support* dengan total populasi sebanyak 100 karyawan. Pemilihan sampel menggunakan rumus slovin 5% erornya dengan metode *random sampling* menentukan jumlah sampel sebanyak 80 responden. Teknik analisis data dalam penelitian ini menggunakan analisis dekriptif, uji validitas, uji reliabilitas, uji R Square (koefisien determinasi), uji Q square (*predictive relevance*), Uji koefisien jalur, dan uji t dengan program *SmartPLS 4.1.0.9* dan tingkat signifikansi 5% (0,05). Hasil dari pengujian diperoleh (1) terdapat pengaruh positif secara signifikan *motivation* terhadap *job satisfaction*, (2) terdapat pengaruh positif secara signifikan *employee engagement* terhadap *job satisfaction*, (3) terdapat pengaruh positif secara signifikan *quality of work life* terhadap *job satisfaction*.

**Kata Kunci:** *Motivation, Employee Engagement, Quality of Work Life, dan Job Satisfaction.*