

***The Influence of Work-Life Balance, Turnover Intention, and Motivation on
Employee Job Satisfaction at PT XYZ***

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ABSTRACT

This research uses a quantitative approach to analyze the influence of work-life balance, turnover intention, and motivation on employee job satisfaction at PT XYZ. Data was collected from 92 respondents who were randomly selected using the probability sampling method. The data collection process was carried out online through a questionnaire distributed using Google Form. Data analysis was carried out using the Structural Equation Modeling (SEM) method which was processed using SmartPLS 4.0 software. The research results revealed several main findings. First, work-life balance has a significant influence on employee job satisfaction, indicating that the balance between work and personal life is an important factor in determining the level of job satisfaction. Second, turnover intention does not show a significant influence on job satisfaction, so the desire to change jobs does not really influence employee satisfaction. Third, motivation has a significant positive influence on job satisfaction, which means that the higher the employee's motivation, the greater their level of job satisfaction..

Keywords: *Work-Life Balance, Turnover Intention, Motivation, Job Satisfaction*

**Pengaruh *Work-Life Balance*, *Turnover Intention*, Dan Motivasi Terhadap
Kepuasan Karyawan Pada PT XYZ**

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ABSTRAK

Penelitian ini menggunakan pendekatan kuantitatif untuk menganalisis pengaruh *work-life balance*, *turnover intention*, dan motivasi terhadap kepuasan kerja karyawan di PT XYZ. Data dikumpulkan dari 92 responden yang dipilih secara acak dengan menggunakan metode *probability sampling*. Proses pengumpulan data dilakukan secara daring melalui kuesioner yang disebarakan menggunakan *Google Form*. Analisis data dilakukan dengan metode *Structural Equation Modeling* (SEM) yang diolah menggunakan *software SmartPLS 4.0*. Hasil penelitian mengungkapkan beberapa temuan utama. Pertama, *work-life balance* memiliki pengaruh signifikan terhadap kepuasan kerja karyawan, menunjukkan bahwa keseimbangan antara pekerjaan dan kehidupan pribadi merupakan faktor penting dalam menentukan tingkat kepuasan kerja. Kedua, *turnover intention* tidak menunjukkan pengaruh signifikan terhadap kepuasan kerja, sehingga keinginan untuk berpindah kerja tidak terlalu memengaruhi kepuasan karyawan. Ketiga, motivasi memiliki pengaruh positif yang signifikan terhadap kepuasan kerja, yang berarti semakin tinggi motivasi karyawan, semakin besar tingkat kepuasan kerja mereka.

Kata Kunci: *Work-Life Balance*, *Turnover Intention*, Motivasi, Kepuasan Karyawan