

# ***EFFECT OF WORK-LIFE BALANCE, BURNOUT, AND WORK ENVIRONMENT ON EMPLOYEE SATISFACTION OF PT MEKA EDUVERSITY KOMUNIKASI***

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## ***ABSTRACT***

*This research is a quantitative research with the aim of knowing the effect of work-life balance, burnout, and work environment on job satisfaction of PT Meka Eduversity Communication. The total population and sample used are 34 permanent employees of PT Meka Eduversity Communication. Researchers collected data by distributing online questionnaires in the form of google forms. The data analysis technique used quantitative data analysis using statistical methods. In this study the statistical method used is Partial Least Square (PLS). From the test, the results obtained are (1) work-life balance has a positive and significant effect on employee job satisfaction at PT Meka Eduversity Communication, (2) burnout has a positive and significant effect on employee job satisfaction at PT Meka Eduversity Communication, (3) work environment has a positive and significant effect on employee satisfaction. significant effect on job satisfaction of employees of PT Meka Eduversity Communication, and (4) work-life balance, burnout, and work environment simultaneously have a positive effect on job satisfaction of employees of PT Meka Eduversity Communication.*

**Keywords:** *work-life balance, burnout, work environment, and job satisfaction.*

**PENGARUH *WORK-LIFE BALANCE*, *BURNOUT*, DAN  
LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA  
KARYAWAN PT MEKA EDUVERSITY KOMUNIKASI**

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**ABSTRAK**

Penelitian ini berupa penelitian kuantitatif dengan tujuan untuk mengetahui pengaruh *work-life balance*, *burnout*, dan lingkungan kerja terhadap kepuasan kerja PT Meka Eduversity Komunikasi. Total populasi dan sampel yang digunakan yaitu 34 orang pegawai tetap PT Meka Eduversity Komunikasi. Peneliti melakukan pengumpulan data dengan cara menyebarkan kuesioner *online* berupa *google form*. Teknik analisis data menggunakan analisis data kuantitatif dengan menggunakan metode statistik. Dalam penelitian ini metode statistik yang digunakan adalah Partial Least Square (PLS). Dari pengujian, diperoleh hasil (1) *work-life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan PT Meka Eduversity Komunikasi, (2) *burnout* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan PT Meka Eduversity Komunikasi, (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan PT Meka Eduversity Komunikasi, dan (4) *work-life balance*, *burnout*, dan lingkungan kerja secara simultan berpengaruh positif terhadap kepuasan kerja karyawan PT Meka Eduversity Komunikasi.

**Kata Kunci :** *work-life balance*, *burnout*, lingkungan kerja, dan kepuasan kerja.