

Pengaruh work-life balance terhadap employee engagement dengan kepuasan kerja sebagai variabel mediasi (studi pada karyawan millennials di kantor pusat PT XYZ) = The Effect of work-life balance on employee engagement with job satisfaction as the mediating variable (study on millennials employee at PT XYZ's head office)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh work-life balance terhadap employee engagement pada milenial PT XYZ melalui persepsi kepuasan kerja. Teknik penelitian yang digunakan adalah survey dan studi pustaka dari penelitian dengan topik sejenis yang telah dilakukan sebelumnya. Sampel yang digunakan dalam penelitian ini berjumlah 102 responden, dan diperoleh dengan menggunakan teknik purposive sampling. Berdasarkan hasil uji regresi yang telah dilakukan menunjukkan bahwa work-life balance berpengaruh signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh signifikan terhadap employee engagement, dan work-life balance berpengaruh signifikan terhadap employee engagement. Kemudian berdasarkan hasil analisis kausal step yang dilakukan, kepuasan kerja dapat dikatakan sebagai variabel mediasi dalam hubungan work-life balance dengan employee engagement yang bersifat parsial dan signifikan.

..... This study aims to examine the effect of work-life balance on employee engagement at PT XYZ millennials through perceptions of job satisfaction. The research technique used was survey and literature study of research with similar topics that had been done previously. The sample used in this study amounted to 102 respondents, and obtained using purposive sampling technique. Based on the results of regression tests that have been conducted, it shows that work-life balance has a significant effect on job satisfaction, job satisfaction has a significant effect on employee engagement, and work-life balance has a significant effect on employee engagement. Then based on the results of the causal step analysis carried out, job satisfaction can be said to be a mediating variable in the work-life balance relationship with employee engagement which is partial and significant.