

## ABSTRAK

### **PENGARUH *WORK-LIFE BALANCE*, LINGKUNGAN KERJA, DAN BEBAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN JOBSTREET INDONESIA**

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Penelitian ini bertujuan untuk mengetahui pengaruh: *work-life balance*, lingkungan kerja, dan beban kerja terhadap kepuasan kerja karyawan Jobstreet Indonesia. Jenis penelitian yang digunakan adalah penelitian survei dengan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan *purposive sampling*. Pengumpulan data dilakukan dengan membagikan kuesioner kepada 100 responden. Teknik analisis data dalam penelitian ini adalah analisis deskriptif, uji asumsi klasik, analisis regresi linear berganda, pengujian hipotesis, dan koefisien determinasi dibantu dengan menggunakan program aplikasi *IBM SPSS Statistic 26*. Hasil penelitian ini menunjukkan bahwa: (1) *work-life balance*, lingkungan kerja, beban kerja berpengaruh secara simultan terhadap kepuasan kerja karyawan Jobstreet Indonesia, (2) *work-life balance* tidak berpengaruh secara parsial terhadap kepuasan kerja karyawan Jobstreet Indonesia, (3) lingkungan kerja berpengaruh secara parsial terhadap kepuasan kerja karyawan Jobstreet Indonesia, (4) beban kerja tidak berpengaruh secara parsial terhadap kepuasan kerja karyawan Jobstreet Indonesia. Kata Kunci: Work-Life Balance, Lingkungan Kerja, Beban Kerja, dan Kepuasan Kerja

## ABSTRACT

### **THE EFFECT OF WORK-LIFE BALANCE, WORK ENVIRONMENT, AND WORKLOAD ON JOB SATISFACTION A STUDY ON JOBSTREET INDONESIA EMPLOYEE**

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This study aims to determine the influence of work-life balance, work environment, and workload on job satisfaction of Jobstreet Indonesia employees. The type of this research is a survey with a quantitative approach. The sampling technique used was purposive sampling. Data collection was carried out by distributing a questionnaire to 100 respondents. The data analysis techniques in this study were descriptive analysis, classical assumption test, multiple linear regression analysis, hypothesis testing, and determination coefficient assisted by using the IBM SPSS Statistic 26 application program. The results of this study showed that: (1) work-life balance, work environment, and workload have a simultaneous effect on the job satisfaction, (2) work-life balance has no effect on the job satisfaction, (3) the work environment has a effect on the job satisfaction, (4) the workload has no effect on the job satisfaction.

Keywords: Work-Life Balance, Work Environment, Workload, and Job Satisfaction