

ABSTRAK

***EMPLOYEE SATISFACTION PADA GENERASI MUDA DI PULAU
JAWA: PERAN *EMPLOYEE ENGAGEMENT*, *WORK-LEISURE
BALANCE*, DAN *WORK ENVIRONMENT****

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Penelitian ini bertujuan untuk mengetahui: (1) peran *employee engagement*, (2) peran *work-leisure balance*, (3) peran *work environment*, (4) perbedaan kepuasan antara karyawan generasi Y dan karyawan generasi Z. Penelitian ini menggunakan penelitian deskriptif dengan pendekatan kuantitatif. Populasi pada penelitian ini adalah generasi muda mencakup generasi Y dan Generasi Z yang pernah atau sedang bekerja di Pulau Jawa dengan sampel yang digunakan 100 responden. Data yang telah didapat kemudian diuji melalui uji validitas, uji reliabilitas, analisis deskriptif, analisis regresi linear berganda dan uji *independent sample T-test* (uji beda). Hasil dari penelitian ini menunjukkan bahwa: (1) *employee engagement* berpengaruh terhadap *employee satisfaction* pada generasi muda di Pulau Jawa, (2) *work-leisure balance* berpengaruh terhadap *employee satisfaction* pada generasi muda di Pulau Jawa, (3) *work environment* tidak berpengaruh terhadap *employee satisfaction* pada generasi muda di Pulau Jawa, (4) tidak terdapat perbedaan kepuasan antara karyawan generasi Y dan generasi Z.

Kata kunci: *Employee Satisfaction*, *Employee Engagement*, *Work-Leisure Balance*, *Work Environment*, Generasi Muda

ABSTRACT

EMPLOYEE SATISFACTION IN THE YOUNG GENERATION IN JAVA ISLAND: THE ROLE OF EMPLOYEE ENGAGEMENT, WORK-LEISURE BALANCE, AND WORK ENVIRONMENT

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This study aims to determine: (1) the role of employee engagement, (2) the role of work-leisure balance, (3) the role of work environment, (4) the difference in satisfaction between generation Y employees and generation Z employees. This study uses descriptive research with a quantitative approach. The population in this study is the young generation including generation Y and generation Z who have worked or are working in Java with a sample of 100 respondents. The data obtained were then tested through validity tests, reliability tests, descriptive analysis, multiple linear regression analysis and independent sample T-test (difference test). The results of this study indicate that: (1) employee engagement has an effect on employee satisfaction in the young generation in Java, (2) work-leisure balance has an effect on employee satisfaction in the young generation in Java, (3) work environment does not have an effect on employee satisfaction in the young generation in Java, (4) there is no difference in satisfaction between generation Y and generation Z employees.

Keywords: Employee Satisfaction, Employee Engagement, Work-Leisure Balance, Work Environment, Young Generation