**Pengaruh *Family Supportive Supervisor Behavior* dan *Work-Life Balance* terhadap kepuasan kerja implikasinya pada kinerja pegawai*”.***

**(Studi pada PT Perkebunan Nusantara VIII (Persero) Bandung)**

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**ABSTRAK**

Sumber daya manusia merupakan sumber daya yang berperan penting dalam rangka mencapai tujuan perusahaan. Pengelolaan sumber daya manusia yang baik akan berdampak positif bagi perusahaan yang bersangkutan. Penelitian ini dilakukan untuk mengetahui pengaruh *Familly supportive behavior* dan *Work-Life Balance* terhadap kepuasan kerja implikasinya pada kinerja pegawai pada PT. Perkebunan Nusantara VIII (Persero).

Data yang digunakan dalam penelitian ini adalah data primer yang diperoleh dari wawancara dan kuesioner yang disebarkan kepada 146 responden. Teknik pengumpulan sampel yang digunakan adalah *simple random sampling*. Metode analisis data yang digunakan adalah analisis jalur *Path analisis*. Dengan menggunakan alat bantu program SPSS.

Hasil dari penelitian ini menunjukkan bahwa *familly supportive supervisor behavior* dan *Work-Life Balance* berpengaruh positif dan signifikan secara simultan terhadap kepuasan kerja implikasinya pada kinerja pegawai sebesar 21,18% dan sisanya 78,82% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini. Secara parsial, *familly suppportive supervisor behavior* berpengaruh positif secara signifikan terhadap kepuasan kerja karyawan. Dan *work life balance* berpengaruh positif secara signifikan terhadap kepuasan kerja karyawan.

*Kata Kunci : Familly Supportive Supervisor Behavior, Work-Life Balance,*

*Kepuasan Kerja, Kinerja Pegawai.*

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