

ABSTRACT

Indonesia, as an agrarian nation, has a significant portion of its population engaged in the agricultural sector. According to the Central Bureau of Statistics, the workforce in agriculture has been consistently growing since 2021. While this growth is expected to enhance the Gross Domestic Product (GDP), it paradoxically has not translated into increased productivity in agriculture, which ranks 15th out of 17 sectors contributing to Indonesia's economic productivity. This study focuses on PT Perkebunan Nusantara 1 Regional 2 in Bandung, one of Indonesia's largest plantation companies, which does contribute to the Regional Gross Domestic Product (RGDP). However, the findings indicate challenges such as low employee job satisfaction and diminishing work motivation, attributed to inadequate time management skills and unsupportive work environments. Employing a quantitative research methodology with descriptive and verificative approaches, the study surveyed 112 respondents using random sampling. Path analysis, the Method of Successive Intervals (MSI), and hypothesis testing were used for data analysis. Results reveal that in Sub Structure I, there is a simultaneous effect of Work-Life Balance and Work Environment on Work Motivation of 34.78%. Specifically, Work-Life Balance contributes 20.69%, while Work Environment accounts for 14.09%. In Sub Structure II, Work-Life Balance influences Work Motivation, impacting Job Satisfaction by 33.85%, and the Work Environment affects Work Motivation, contributing to Job Satisfaction by 28.77%..

Keywords: *Work-Life Balance, Work Environment, Work Motivation, Job Satisfaction*