

ABSTRAK

Penelitian dilatarbelakangi oleh masih rendahnya tingkat *Work Life Balance*, lingkungan kerja, kepuasan kerja, dan motivasi kerja guru di SMK Al Huda Kedungwungu Indramayu. Kondisi tersebut menunjukkan bahwa masih terdapat permasalahan yang perlu mendapat perhatian karena dapat memengaruhi motivasi kerja guru dalam melaksanakan tugasnya. Berdasarkan fenomena tersebut, penelitian ini bertujuan untuk menganalisis pengaruh *Work Life Balance* dan lingkungan kerja terhadap motivasi kerja guru melalui kepuasan kerja sebagai variabel intervening pada SMK Al Huda Kedungwungu Indramayu. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh guru SMK Al Huda Kedungwungu Indramayu dengan teknik pengumpulan data menggunakan kuesioner. Analisis data dilakukan menggunakan *Structural Equation Modeling-Partial Least Square* (SEM-PLS) untuk menguji hubungan langsung maupun tidak langsung antarvariabel. Hasil penelitian menunjukkan bahwa *Work Life Balance* dan lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja guru. Kepuasan kerja juga berpengaruh positif dan signifikan terhadap motivasi kerja guru. Selain itu, *Work Life Balance* dan lingkungan kerja terbukti berpengaruh positif dan signifikan terhadap motivasi kerja guru melalui kepuasan kerja sebagai variabel intervening. Temuan penelitian ini menunjukkan bahwa peningkatan keseimbangan kehidupan kerja dan kualitas lingkungan kerja dapat meningkatkan kepuasan kerja yang pada akhirnya mendorong peningkatan motivasi kerja guru. Oleh karena itu, pihak sekolah perlu memperhatikan aspek keseimbangan kehidupan kerja serta menciptakan lingkungan kerja yang kondusif guna meningkatkan motivasi kerja tenaga pendidik.

Kata Kunci: *Work Life Balance*, Lingkungan Kerja, Kepuasan Kerja, Motivasi Kerja Guru.

ABSTRACT

This study was motivated by the relatively low levels of work-life balance, work environment quality, job satisfaction, and teachers' work motivation at SMK Al Huda Kedungwungu Indramayu. These conditions indicate the existence of issues that require serious attention, as they may adversely affect teachers' motivation in carrying out their professional responsibilities. Based on this phenomenon, the study aims to examine the effects of work-life balance and the work environment on teachers' work motivation through job satisfaction as an intervening variable at SMK Al Huda Kedungwungu Indramayu. This study employed descriptive and verification research methods using a quantitative approach. The population consisted of all teachers at SMK Al Huda Kedungwungu Indramayu, and data were collected using a questionnaire. Data analysis was conducted using Structural Equation Modeling–Partial Least Squares (SEM-PLS) to examine both the direct and indirect relationships among the variables. The findings reveal that work-life balance and the work environment have a positive and significant effect on teachers' job satisfaction. Furthermore, job satisfaction has a positive and significant effect on teachers' work motivation. The results also demonstrate that work-life balance and the work environment exert positive and significant indirect effects on teachers' work motivation through job satisfaction as an intervening variable. These findings suggest that improving teachers' work-life balance and creating a more supportive work environment can enhance job satisfaction, which in turn strengthens teachers' work motivation. Therefore, school management is expected to pay greater attention to policies that support work-life balance and to foster a conducive work environment in order to improve teachers' work motivation.

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