

ABSTRAK

Fenomena melatar belakangi Penelitian ini adalah untuk mengetahui, menganalisis, dan mengkaji pengaruh *Work-Life Balance* dan Lingkungan Kerja terhadap Kepuasan Kerja Karyawan baik secara simultan maupun parsial pada PT Len Inovasi Teknologi. Variabel bebas dalam penelitian ini meliputi *Work-Life Balance* dan Lingkungan Kerja, sedangkan variabel terikat meliputi Kepuasan Kerja Karyawan. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Teknik pengumpulan data yang digunakan dalam penelitian ini yaitu observasi, wawancara, kuesioner, dan studi kepustakaan. Metode analisis yang digunakan meliputi *Metode Successive Interval* (MSI), regresi linear berganda, korelasi berganda, koefisien determinasi, serta pengujian hipotesis secara simultan dan parsial. Hasil penelitian menunjukkan bahwa *Work-Life Balance* dan Lingkungan Kerja secara simultan berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan. Secara parsial, *Work-Life Balance* berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan, sedangkan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan. Dengan demikian, dapat disimpulkan bahwa *Work-Life Balance* dan Lingkungan Kerja memiliki pengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan pada PT Len Inovasi Teknologi, dengan Lingkungan Kerja memberikan pengaruh yang lebih dominan dibandingkan *Work-Life Balance*.

Kata Kunci: *Work-Life Balance*, Lingkungan Kerja, Kepuasan Kerja Karyawan.

ABSTRACT

The phenomenon underlying this study is the need to determine, analyze, and examine the effect of Work-Life Balance and Work Environment on Employee Job Satisfaction, both simultaneously and partially, at PT Len Inovasi Teknologi. The independent variables in this study consist of Work-Life Balance and Work Environment, while the dependent variable is Employee Job Satisfaction. The research method used is descriptive and verification with a quantitative approach. The data collection techniques employed in this study include observation, interviews, questionnaires, and literature review. The analytical methods used include the Method of Successive Interval (MSI), multiple linear regression, multiple correlation, coefficient of determination, as well as simultaneous and partial hypothesis testing. The results show that Work-Life Balance and Work Environment simultaneously have a positive and significant effect on Employee Job Satisfaction. Partially, Work-Life Balance has a positive and significant effect on Employee Job Satisfaction, while Work Environment also has a positive and significant effect on Employee Job Satisfaction. Therefore, it can be concluded that Work-Life Balance and Work Environment have a positive and significant effect on Employee Job Satisfaction at PT Len Inovasi Teknologi, with Work Environment having a more dominant influence than Work-Life Balance.

Keywords: Work-Life Balance, Work Environment, Employee Job Satisfaction.