

**PENGARUH *WORK LIFE BALANCE* DAN BEBAN KERJA TERHADAP
KEPUASAN KERJA KARYAWAN PADA BAGIAN DISTRIBUSI &
LOGISTIK DI PT “X”**

ABSTRAK

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Pada penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance* dan beban kerja terhadap kepuasan kerja karyawan pada bagian distribusi dan logistik di PT "X". Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi penelitian ini adalah seluruh karyawan bagian distribusi dan logistik di PT "X" yang berjumlah 30 orang, dengan teknik pengambilan sampel menggunakan *non-probability sampling* yaitu sampel jenuh. Berdasarkan hasil penelitian, diperoleh bahwa gambaran *work-life balance* berada dalam kategori cukup baik, beban kerja berada dalam kategori cukup tinggi, dan kepuasan kerja karyawan berada dalam kategori cukup tinggi. Hasil uji regresi menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja sebesar 28,1%, sedangkan beban kerja berpengaruh negatif terhadap kepuasan kerja sebesar 28,7%. Secara simultan, *work-life balance* dan beban kerja berpengaruh terhadap kepuasan kerja sebesar 33,9%. Dari hasil uji hipotesis, disimpulkan bahwa peningkatan keseimbangan antara pekerjaan dan kehidupan pribadi karyawan dapat meningkatkan kepuasan kerja, sedangkan beban kerja yang tinggi cenderung menurunkan kepuasan kerja karyawan.

Kata Kunci: *Work-Life Balance*, Beban Kerja, Kepuasan Kerja, PT "X"

**THE INFLUENCE OF WORK LIFE BALANCE AND WORKLOAD ON
EMPLOYEE JOB SATISFACTION IN THE DISTRIBUTION & LOGISTICS
DEPARTMENT AT PT “X”**

ABSTRACT

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This study aims to determine the effect of work-life balance and workload on employee job satisfaction in the distribution and logistics department at PT "X". The research method used is descriptive and verification with a quantitative approach. The population of this research is all employees of the distribution and logistics department at PT "X", totaling 30 people, with a sampling technique using non-probability sampling, namely a saturated sample. Based on the research results, it was found that the description of work-life balance was in the good enough category, workload was in the high enough category, and employee job satisfaction was in the high enough category. The results of the regression test show that work-life balance has a positive and significant effect on job satisfaction of 28.1%, while workload has a negative effect on job satisfaction of 28.7%. Simultaneously, work-life balance and workload influence job satisfaction by 33.9%. From the results of the hypothesis test, it was concluded that increasing the balance between work and personal life of employees can increase job satisfaction, while high workload tends to reduce employee job satisfaction.

Keywords: Work-Life Balance, Workload, Job Satisfaction, PT “X”