

ABSTRAK

Penelitian ini bertujuan untuk mengetahui *work life balance*, *burnout*, *work family conflict* dan *motivation* terhadap *job satisfaction* karyawan Bank DKI cabang Rungkut Surabaya. Penelitian ini menggunakan pendekatan kuantitatif, populasi penelitian adalah karyawan Bank DKI cabang Rungkut Surabaya yang berjumlah 67 orang, Teknik pengambilan sampel menggunakan teknik *non probability sampling* atau sampel jenuh yang dimana dalam teknik ini menjadikan keseluruhan populasi menjadi sampel sebanyak 67 orang.

Pengumpulan data dalam penelitian ini dilakukan dengan penyebaran kuisisioner yang disebarakan melalui *platform online* yaitu Google Form kepada responden yang berjumlah 67 orang. Teknik analisa yang digunakan pada penelitian ini adalah regresi linear berganda dengan cara menggunakan aplikasi SPSS. Berdasarkan hasil uji asumsi klasik tidak ditemukan indikasi variabel yang menyimpang.

Hasil penelitian ini menunjukkan *bahwa work life balance* berpengaruh positif dan signifikan terhadap *job satisfaction*, *burnout* berpengaruh negatif dan signifikan terhadap *job satisfaction*, *work family conflict* berpengaruh negatif dan signifikan terhadap *job satisfaction* dan *motivation* berpengaruh positif dan signifikan terhadap *job satisfaction* karyawan Bank DKI cabang Rungkut Surabaya.

Kata kunci : *Work Life Balance, Burnout, Work Family Conflict, Motivation, Job Satisfaction*

ABSTRACT

This research aimed to find out the effect of work-life balance, burnout, work-family conflict, and motivation on the employees' job satisfaction at Bank DKI, a branch of Rungkut, Surabaya.

The research was quantitative. The population was 67 employees who worked at Bank DKI, a branch of Rungkut, Surabaya. Moreover, the data collection technique used a non-probability sampling technique or saturated sampling i.e., a technique with a research population of as many as 67 people. Furthermore, the instrument in the data collection technique was a questionnaire. The questionnaires were distributed through Google Forms. Additionally, the data analysis technique used multiple linear regressions with SPSS (Statistical Product and Service Solution) application. In addition, the classical assumption test showed that there were no indications of deviant variables.

The result concluded that work-life balance had a positive and significant effect on employees' job satisfaction. However, burnout had a negative and significant effect on employees' job satisfaction. Likewise, work-family conflict had a negative and significant effect on employees' job satisfaction. On the other hand, motivation had a positive and significant effect on the employees' job satisfaction at DKI Bank, branch of Rungkut, Surabaya.

Keywords: *Work-Life Balance, Burnout, Work-Family Conflict, Motivation, Employees' Job Satisfaction*



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