

PENGARUH *WORK LIFE BALANCE* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *EMPLOYEE ENGAGEMENT* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL MEDIASI: STUDI PADA GENERASI MILENIAL DI PT SEMEN PADANG



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FAKULTAS EKONOMI & BISNIS
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TESIS

*Diajukan sebagai Salah Satu Syarat Untuk Mencapai Gelar Magister Manajemen
Pada Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis
Universitas Andalas*



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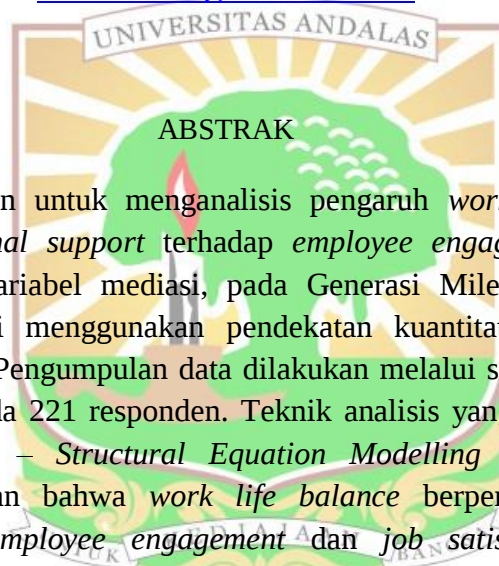
**Pengaruh *Work Life Balance* dan *Perceived Organizational Support* terhadap
Employee Engagement dengan *Job Satisfaction* sebagai Variabel Mediasi:
Studi Pada Generasi Milenial di PT Semen Padang**

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Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance* dan *perceived organizational support* terhadap *employee engagement* dengan *job satisfaction* sebagai variabel mediasi, pada Generasi Milenial di PT Semen Padang. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *explanatory research*. Pengumpulan data dilakukan melalui survei menggunakan kuesioner *online* kepada 221 responden. Teknik analisis yang digunakan adalah *Partial Least Square – Structural Equation Modelling* (PLS-SEM). Hasil penelitian menunjukkan bahwa *work life balance* berpengaruh positif dan signifikan terhadap *employee engagement* dan *job satisfaction*. *Perceived organizational support* tidak berpengaruh langsung terhadap *employee engagement*, namun berpengaruh positif dan signifikan terhadap *job satisfaction*. *Job satisfaction* terbukti berpengaruh signifikan terhadap *employee engagement*, serta memediasi hubungan antara *work life balance* dan *employee engagement*, maupun hubungan antara *perceived organizational support* dan *employee engagement*.

Kata Kunci: Work Life Balance, Perceived Organizational Support, Job Satisfaction, Employee Engagement.

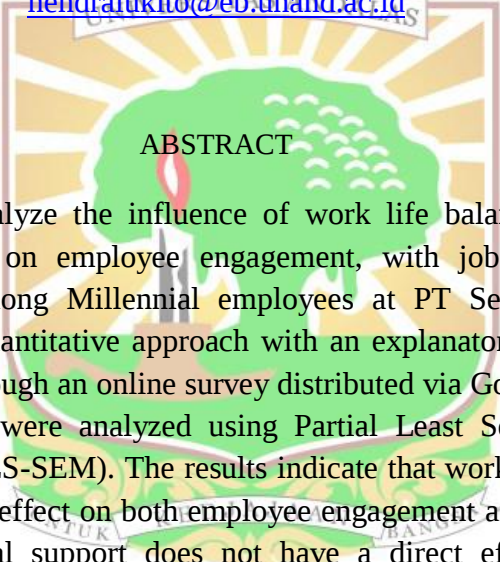
The Influence of WorkLife Balance and Perceived Organizational Support on Employee Engagement with Job Satisfaction as a Mediating Variable: A Study on the Millennial Generation at PT Semen Padang

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ABSTRACT

This study aims to analyze the influence of work life balance and perceived organizational support on employee engagement, with job satisfaction as a mediating variable, among Millennial employees at PT Semen Padang. The research employed a quantitative approach with an explanatory research design. Data were collected through an online survey distributed via Google Forms to 221 respondents. The data were analyzed using Partial Least Square – Structural Equation Modelling (PLS-SEM). The results indicate that work life balance has a positive and significant effect on both employee engagement and job satisfaction. Perceived organizational support does not have a direct effect on employee engagement but has a positive and significant effect on job satisfaction. Furthermore, job satisfaction significantly influences employee engagement and mediates the relationships between work life balance and employee engagement, as well as between perceived organizational support and employee engagement.

Keywords: Work Life Balance, Perceived Organizational Support, Job Satisfaction, Employee Engagement.