ABSTRACT

The purpose of this study is to determine the condition of work-life balance and employee engagement of employees at PT Len Industri and its influence on employee job satisfaction at PT Len Industri (Persero).

The approach used in this research process is quantitative with descriptive causality research type. The research technique used is probability sampling with a total of 200 respondents. The analysis technique used is Multiple Linear Regression Analysis using IBM SPSS Ver 27.0 software.

Based on the results obtained, it shows that the partial test and simultaneous test results of work-life balance variables and employee engagement have a positive and significant effect with insignificant employee engagement on employee job satisfaction at PT Len Industri (Persero). Based on the results of the analysis obtained, the job satisfaction of PT Len Industri (Persero) employees will increase if Work-Life Balance and Employee Engagement are improved. Suggestions for future researchers are to add other research variables so that the research becomes broader.

Keywords: *Work-Life Balance, Employee Engagement, Employer Job Satisfaction, Human Resources*