

ABSTRACT

Human resource is a resource that plays an important role in order to achieve the company's goals. Good management of the human resource will have a positive impact for the company concerned. This study was conducted to determine the effect of Work-Life Balance on job satisfaction of employees at PT. Bio Farma (Persero).

Work-Life Balance as independent variables consist of three balance that is the balance of time, the balance of engagement and satisfaction balance. The job satisfaction as the dependent variable was divided into four factors: psychological factors, social factors, physical factors and financial factors.

This research uses descriptive and causal method. The data used in this research is primary data obtained from interviews and questionnaires distributed to 92 respondents and secondary data such as documents of the company. Sample collection technique used was simple random sampling. Data analysis method used is multiple linear regression. To analyze the data using SPSS assisted.

Results from this study indicate that the Work-Life Balance simultaneous effect on job satisfaction of employees is 42.2% and the remaining 57.8% is influenced by other variables not examined in this study. Partially, the balance of satisfaction significantly influence employee satisfaction. While the balance of time and the balance of involvement does not significantly influence employee satisfaction.

Keywords : *work-life balance, employees job satisfaction, balance of satisfaction.*