

ABSTRACT

PT Sucofindo Makassar Branch is one of the state-owned enterprises (BUMN) tasked with promoting national industry development and supporting various sectors in meeting applicable standards and regulations. The problems faced include increasing employee turnover and an employee absenteeism rate that has not reached an ideal level. Good job satisfaction can be supported by a good work-life balance and a conducive work environment. Many factors can affect employee performance, one of which is the lack of satisfaction provided by the company.

The purpose of this research is to determine the conditions of Work-Life Balance, Work Environment, and Job Satisfaction of Employees as well as to understand the influence of Work-Life Balance and Work Environment on Employee Job Satisfaction at PT Sucofindo Makassar Branch.

This research was conducted using a descriptive causal technique with a quantitative approach. The population studied consisted of employees of PT Sucofindo Makassar branch. A sample of 97 employees was selected using probability sampling with simple random sampling. Data was collected through questionnaires distributed to all employees of PT Sucofindo Makassar branch. The data was processed using a quantitative approach through descriptive analysis, classical assumption tests, and multiple linear regression analysis.

Based on the calculations of descriptive statistical analysis, the results show that respondents rated the work-life balance, work environment, and job satisfaction in the "very high" category. Hypothesis testing indicated that work-life balance has a positive and significant effect on employee job satisfaction. The work environment also has a positive and significant effect on employee job satisfaction. Furthermore, work-life balance and the work environment together have a positive and significant impact on employee job satisfaction with a value of 57%.

The suggestions that can be provided based on the results of this research for PT Sucofindo Makassar branch are for employees to maintain the implementation of the work-life balance that has been applied so far. The company should pay more attention to the non-physical work environment for its employees while maintaining the physical work environment that has been implemented. In the future, supervisors need to provide better guidance and direction to their employees to maintain job satisfaction and improve employee performance.

Keywords : *Work Life Balance, Work Environment, Job Satisfaction*