

ABSTRACT

This study aims to determine the effect of human resource development and work-life balance on employee satisfaction of PT Bank Rakyat Indonesia Bandung Regional Office. The method used in this research is descriptive quantitative with data collection through distributing questionnaires to employees.

The data obtained was then analyzed using SPSS. The results showed that partially, human resource development has a significant effect on employee satisfaction, which indicates that increasing employee skills and competencies can increase their level of satisfaction.

In addition, work-life balance also has a significant effect on employee satisfaction, which indicates that the balance between work and personal life plays an important role in increasing employee satisfaction. Thus, companies are advised to continue to improve human resource development programs and create policies that support work-life balance in order to increase employee satisfaction.

Keywords : Human Resource Development, Work-Life Balance, Employee Satisfaction