

ABSTRACT

Employees are the main resource of a company. Companies had to fulfill their employees' needs so that employees can provide good feedback to the company. In order to create good feedback, one of the things that companies must pay attention to is job satisfaction, because job satisfaction is a measure of employee feelings towards work and the company. Job satisfaction is becoming a trend because of the assumption that job satisfaction is directly proportional to customer satisfaction, where the main thing to do is to satisfy employees first so that customers are also satisfied. To create employees who are satisfied with their work, there are several factors including work-life balance and work environment. This research aims to determine and to analyze the relationship of work-life balance, work environment, and job satisfaction of employees at PT Telkom Divisi Telkom Regional III West Java.

The method used for this research is a quantitative method and descriptive analysis method with sample for this research were taken by accidental sampling with 70 respondents from PT Telkom Divisi Telkom Regional III West Java employees. The analysis technique used in this research is multiple linear regression analysis using SPSS ver. 22.

Based on the results of descriptive analysis shows that work-life balance is included in a very good category, while work environment and job satisfaction are included in a good category. Regression test shows that work-life balance and work environment had a positive and significant effect on job satisfaction both partially and simultaneously. Work-life balance and work environment have an influence on job satisfaction of 57,5% and the remaining 42,5% is influenced by other variables that is not examined in this research.

Keywords: Work-Life Balance, Work Environment, Job Satisfaction, Human Resource Management