

ABSTRACT

The Department of Cooperatives, Micro, Small and Medium Enterprises, and Trade of DKI Jakarta is one of the government institutions that has the main task of carrying out the development, development and fostering of cooperatives as well as micro, small and medium businesses, and trade. The author has conducted a preliminary test of 30 employees of the Department of Cooperatives, Micro, Small and Medium Enterprises, and Trading in DKI Jakarta where these results indicate that the level of work-life balance is classified as moderate, the compensation is high, this is in line with the amount of compensation given to employees and job satisfaction is moderate.

The purpose of of the research is to find out how good the work-life balance is, how good the compensation is and how high job satisfaction is for employees at the Department of Cooperatives, Micro, Small and Medium Enterprises and Trade in the Province of DKI Jakarta, and to investigate further on the effect of work-life balance and compensation for job satisfaction for employees of the Department of Cooperatives, Micro, Small and Medium Enterprises, and Trading in DKI Jakarta.

The research method used in this study is a quantitative research method. Data collection techniques used were by distributing cusoners to 60 respondents in the employees of the Department of Cooperatives, Micro, Small and Medium Enterprises and Trade in the Province of DKI Jakarta, the questionnaire had 43 statement items with a 5 point Likert scale. The sampling method used in this study is nonprobability sampling with saturated sampling technique.

Based on the results of the study obtained from respondents in this study, showed the results of work life balance owned by employees classified as good, the compensation given to good employees and job satisfaction of employees is very high, where the work life balance and compensation simultaneously affected 49.1% while 50.9% is influenced by other variables not examined.

One of the suggestions proposed in this study is that the Department of Cooperatives, Micro, Small and Medium Enterprises and Trade of the Province of DKI Jakarta must conduct a lot or provide training to support the abilities and knowledge possessed by employees so that it can encourage employee performance in working, where these achievements will have an impact on the career path owned by the employee.

Keywords : *compensation, job satisfaction, work-life balance*