

ABSTRACT

PT PLN Persero West Java Main Unit Distribution is a state-owned company engaged in the field of electricity. Being the largest electricity company in Indonesia, PT PLN Persero West Java Main Unit Distribution is demanded to provide the best service and maintain the quality and trust of consumers. As a service provider that relies on human capital, it is necessary to support the value of good employee engagement as the main force in achieving organizational goals. In addition, in achieving organizational goals the role of employees is needed that can produce high performance by paying attention to factors of job satisfaction and work life balance, therefore this study aims to find out how the work life balance, employee engagement, and job satisfaction of employees of PT PLN (Persero) West Java Main Unit Distribution and how each variables affects the job satisfaction of PT PLN (Persero) West Java Main Unit Distribution directly or indirectly.

This research uses the quantitative method with descriptive-causality research type. Samples are chosen using probability sampling method with a simple random sampling type on 127 active employees of PT PLN Persero West Java Main Unit Distribution as respondents. Data collected then analyzed using path analysis techniques using correlation, regression and path to achieve the intervening variables.

The hypothesis testing results showed that the work life balance variable has a significant effect on employee engagement variable by 23% and the remaining 77% is influenced by other factors. Work life balance affects job satisfaction by 7,6% and the remaining 92,4% is influenced by other factors. The effect of employee engagement on job satisfaction is by 33% and the remaining 67% is influenced by other factors. Work life balance variable through employee engagement also significantly affected job description by 27,7% and the remaining 72,3% is influenced by other factors.

The conclusion of this research is PT PLN (Persero) West Java Main Unit Distribution is in the category both in terms of work life balance, employee engagement, and job satisfaction. However, this company still has room to improve, such as work and family time management training, create a comfortable work environment so employees enjoy their work, and adding attention by superiors to the performance of their employees.

Keywords: *Work Life Balance, Employee Engagement, Job Satisfaction*