

## **ABSTRACT**

*Married female employees have multiple roles and heavier responsibilities than unmarried female employees. This dual role allows the emergence of work-family conflict, which can become an obstacle to achieving company goals. Therefore, companies must pay attention to and support married female employees, including work engagement.*

*This study aims to determine the condition of the implementation of organizational justice, quality of work life, and work engagement among married female employees in the city of Bandung. In addition, researchers also intend to examine whether organizational justice and quality of work life affect work engagement among married female employees in the city of Bandung. Whether it is the influence of the two variables partially or simultaneously.*

*The researcher chose a quantitative research type with a verification type in answering the hypotheses that had been applied. The object of this research is married female employees in Bandung. The data collection method in this study was carried out by distributing questionnaires to 400 respondents. Data analysis was performed by multiple linear regression analysis. The hypothesis testing in this study uses the *F* test, which is for a significant simultaneous test, and the *t*-test, which is for a partially significant test.*

*In this study, conditions of organizational justice, quality of work life, and work involvement among married female employees in the city of Bandung were obtained based on data processing and descriptive analysis. They showed that the average proportions obtained for these three variables were all in the high category. Then, the influence of organizational justice and quality of work life on work engagement among married female employees in Bandung in this study obtained results that had a significant effect both partially and simultaneously.*

*Based on the research results obtained, researchers provide suggestions for the development of the field of human resources, especially regarding the topics of organizational justice, quality of work life, and work engagement. Practically, the research results are expected to be considered for companies in Bandung, including those companies in Bandung are advised to involve female employees in decision-making, provide flexible working hours to keep work stress at bay, and create an intense work atmosphere to increase absorption.*

**Keywords:** *Married female employees, organizational justice, quality of work life, work engagement*