

ABSTRACT

This study is focused on assessing the level of employee satisfaction at PT XYZ, particularly in the three divisions, namely internal unit supervisors, company secretaries, and quality assurance & regulation. The purpose of this study was to analyze and examine the effect of Work-life Balance and Compensation on the level of Job Satisfaction of employees in the three divisions.

A quantitative approach was used in this study using a saturated sample, involving a total of 100 respondents. The data analysis method used is descriptive analysis and multiple linear regression analysis with the help of the SPSS 26 application for windows.

The results of this descriptive study show that Work-life Balance is in the good category, compensation is in the very good category, and job satisfaction is in the very good category. The results of the study show that Work-life Balance and compensation have a significant effect on job satisfaction both partially and simultaneously.

Keywords : *Work-life Balance, Compensation, Job Satisfaction*