

ABSTRACT

Human resource are a fundamental asset due to their strategic role in achieving corporate objectives. Sustainable competitive advantage does not rely solely on financial capital or technology, but is primarily driven by the quality of human resource, which serves as a key differentiator in the dynamic landscape of business competition. This study aims to examine the influence of work-life balance and coworker relationships on job satisfaction among millennial employees at PT XYZ (Persero) Tbk. High-quality human resource possess the capability to optimize the utilization of other resource, generate innovation, and implement effective and sustainable business strategies.

The research uses descriptive-causal approach with a quantitative method. The sampling technique use is non-probability sampling, involving 269 respondent. Data collection was carried out through a questionnaire instrument distributed via Google Form to millennial employees at PT XYZ (Persero) Tbk. The data were analyzed using Multiple Linear Regression with IBM SPSS Version 27.0. The findings reveal that both work-life balance and coworker relationships have a positive and significant influence on job satisfaction, both partially and simultaneously. These results affirm that the two variables are integral and complementary factors of employee job satisfaction within the company.

Future studies are recommended to include other relevant variables, such as organizational commitment, to enrich the analysis and provide a more comprehensive perspective in understanding the determinants of job satisfaction.

Keyword: *Work-Life Balance, Coworker Relationship, Job Satisfaction, Millennial Generation, Human Resources*