

Abstrak

This study aimed to examine the effects of work-life balance and job satisfaction on work engagement among employees of PT Radikari. A quantitative approach with a predictive correlational design was employed, involving 182 employees as research participants. Data were collected using the Work-Life Balance Scale, Job Satisfaction Survey, and Utrecht Work Engagement Scale. The data were analyzed using multiple linear regression with the assistance of SPSS 27. The results showed that work-life balance had a positive and significant effect on work engagement. Similarly, job satisfaction had a positive and significant effect on work engagement. Simultaneously, work-life balance and job satisfaction had a positive and significant effect on work engagement, contributing 21.2% to the variance in work engagement, while the remaining 78.8% was explained by other factors outside the scope of this study. These findings indicate that improving work-life balance and job satisfaction may support higher levels of work engagement among employees of PT Radikari.

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance* dan *job satisfaction* terhadap *work engagement* pada pekerja PT Radikari. Penelitian menggunakan pendekatan kuantitatif dengan desain korelasional prediktif dengan sampel penelitian berjumlah 182 pekerja. Pengumpulan data dilakukan menggunakan *Work-Life Balance Scale*, *Job Satisfaction Survey*, dan *Utrecht Work Engagement Scale*. Analisis data menggunakan regresi linear berganda dengan bantuan SPSS 27. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap *work engagement*, demikian pula *job satisfaction* berpengaruh positif dan signifikan terhadap *work engagement*. Secara simultan, *work-life balance* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *work engagement* dengan kontribusi sebesar 21,2%, sedangkan 78,8% dijelaskan oleh faktor lain di luar penelitian. Temuan ini menunjukkan bahwa peningkatan keseimbangan kehidupan kerja dan kepuasan kerja dapat mendukung peningkatan *work engagement* pada pekerja PT Radikari.

Kata Kunci: *Work-Life Balance, Job Satisfaction, Work Engagement, PT Radikari, Outsourcing*