

## **ABSTRAK**

### **HUBUNGAN *WORK LIFE BALANCE* DENGAN KEPUASAN KERJA PEGAWAI DINAS PERHUBUNGAN PROVINSI SUMATERA BARAT**

Penelitian ini dilakukan kepada pegawai Dinas Perhubungan Provinsi Sumatera Barat. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Work Life Balance* dengan Kepuasan Kerja Pegawai Dinas Perhubungan Provinsi Sumatera Barat. Populasi dalam penelitian ini adalah seluruh pegawai Dinas Perhubungan Provinsi Sumatera Barat yang berjumlah 67. Adapun subjek penelitian ini menggunakan teknik *non probability sampling* yakni *sampling jenuh*, dimana semua anggota populasi digunakan sebagai sampel, sampel pada penelitian ini sebanyak 67 pegawai Dinas Perhubungan Provinsi Sumatera Barat. Alat ukur yang digunakan adalah Skala *Work Life Balance* yang peneliti susun berdasarkan teori Fisher (dalam Pranindhita & Wibowo, 2020) dan Skala Kepuasan Kerja yang peneliti susun berdasarkan teori Luthan (dalam Edward 2022). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa  $r = 0,612$  dengan nilai  $p = 0,000 (<0,01)$ , artinya terdapat hubungan yang signifikan antara *Work Life Balance* dengan Kepuasan Kerja Pegawai Dinas Perhubungan Provinsi Sumatera Barat. Berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *Work Life Balance* terhadap Kepuasan Kerja sebesar 37%, hal ini dapat diartikan bahwa *Work Life Balance* mampu memberikan kontribusi positif terhadap Kepuasan Kerja sebesar 37%.

**Kata kunci:** *work life balance*, kepuasan kerja, pegawai

**ABSTRACT**

**CONNECTION *WORK LIFE BALANCE* WITH JOB SATISFACTION**

**PROVINCIAL TRANSPORTATION OFFICIALS**

**WEST SUMATRA**

This research was conducted to employees of the West Sumatra Province Transportation Service. This study aims to see whether there is a relationship between *Work Life Balance* with Job Satisfaction of Employees of the West Sumatra Province Transportation Service. The population in this study were all employees of the West Sumatra Province Transportation Service, totaling 67. The subjects of this study used techniques *non probability sampling* i.e. *saturated sampling*, where all members of the population were used as samples, the sample in this study were 67 employees of the West Sumatra Province Transportation Service. Measuring tool used is a scale *Work Life Balance* which researchers compiled based on Fisher's theory (in Pranindhita & Wibowo, 2020) and the Job Satisfaction Scale which researchers compiled based on Luthan's theory (in Edward 2022). The data analysis method used to test the hypothesis in this study is to use correlation *product moment (pearson)*, which shows that  $r = 0.612$  with a value of  $p = 0.000 (<0.01)$ , meaning that there is a significant relationship between *Work Life Balance* with Work Satisfaction of West Sumatra Province Transportation Service Employees. It means that the research hypothesis is accepted. As for the effective contribution of the variable *Work Life Balance* on Job Satisfaction by 37%, this can be interpreted that *Work Life Balance* able to make a positive contribution to Job Satisfaction by 37%.

**Keywords:** *work life balance, job satisfaction, employees*