ABSTRAK

HUBUNGAN *WORK LIFE BALANCE* DENGAN KEPUASAN KERJA PEGAWAI PERWAKILAN BKKBN PROVINSI SUMATERA BARAT

Penelitian ini dilakukan kepada pegawai BKKBN Provinsi Sumatera Barat. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Work Life Balance* dengan Kepuasan Kerja Pegawai Perwakilan BKKBN Provinsi Sumatera Barat. Populasi dalam penelitian ini adalah seluruh pegawai Perwakilan BKKBN Provinsi Sumatera Barat yang berjumlah 52. Adapun subjek penelitian ini menggunakan teknik *non probability sampling* yakni *sampling jenuh*, dimana semua anggota populasi digunakan sebagai sampel, sampel pada penelitian ini sebanyak 52 pegawai BKKBN Provinsi Sumatera Barat. Alat ukur yang digunakan adalah Skala *Work Life Balance* yang peneliti susun berdasarkan teori Fisher (dalam Wardhani & Firmansyah, 2021) dan Skala Kepuasan Kerja yang peneliti susun berdasarkan teori Luthans (dalam Indrasari 2017). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa r = 0,672 dengan nilai p = 0,000 (<0,01), artinya terdapat hubungan yang signifikan antara *Work Life Balance* dengan Kepuasan Kerja Pegawai BKKBN Provinsi Sumatera Barat. Berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *Work Life Balance* terhadap Kepuasan Kerja sebesar 45%, hal ini dapat diartikan bahwa *Work Life Balance* mampu memberikan kontribusi positif terhadap Kepuasan Kerja sebesar 45%.

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 BKKBN. The population in this study were all employees of the West Sumatra Province BKKBN, totaling 52. The subjects of this study used techniques*non probability sampling* ie*saturated sampling*, where all members of the population were used as samples, the sample in this study were 52 employees of the West Sumatra Province BKKBN. Measuring tool used is a scale *Work Life Balance* which researchers compiled based on Fisher's theory (in Wardhani & Firmansyah, 2021) and the Job Satisfaction Scale which researchers compiled based on Luthan's theory (in Indrasari 2017). The data analysis method used to test the hypothesis in this study is to use correlation*product moment (pearson)*, which shows that $r = 0.672$ 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 BKKBN. It means that the research hypothesis is accepted. As for the effective contribution of the variable*Work Life Balance* on Job Satisfaction by 45%, this can be interpreted that*Work Life Balance* able to make a positive contribution to Job Satisfaction by 45%.

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