

**PENGARUH *EMPLOYEE ENGAGEMENT* DAN *WORKLIFE BALANCE*
TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA
SEBAGAI VARIABEL INTERVENING PADA GENERASI Z DI DAERAH
ISTIMEWA YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *employee engagement* dan *work life balance* dengan kepuasan kerja sebagai variabel intervening terhadap kinerja karyawan generasi Z di Daerah Istimewa Yogyakarta. Penelitian ini termasuk ke dalam kategori penelitian kuantitatif. Populasi dalam penelitian ini tidak diketahui dengan jumlah sampel 112 responden. Data dikumpulkan dengan kuisioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dilakukan dengan uji regresi dan uji sobel untuk variabel mediasi. Dari hasil penelitian yang dilakukan menunjukkan bahwa variabel *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan, *employee engagement* berpengaruh positif dan signifikan terhadap kepuasan kerja, *work life balance* tidak berpengaruh signifikan terhadap kinerja karyawan, *work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja dapat memediasi pengaruh antara *employee engagement* dan *work life balance* terhadap kinerja karyawan.

Kata Kunci: *Employee Engagement, Work Life Balance, Kepuasan Kerja, Kinerja Karyawan.*

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**THE INFLUENCE OF EMPLOYEE ENGAGEMENT AND WORK LIFE
BALANCE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION
AS AN INTERVENING VARIABLE ON GENERATION Z IN THE SPECIAL
REGION OF YOGYAKARTA**

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Abstract

This study aims to determine and analyze the effects of employee engagement and work-life balance, with job satisfaction as an intervening variable, on the performance of Generation Z employees in the Special Region of Yogyakarta. This research falls under the category of quantitative studies. The population for this study is unknown, with a sample size of 112 respondents. Data were collected using a questionnaire tested for validity and reliability. Data analysis techniques included regression tests and Sobel tests for mediating variables. The results of the study indicated that employee engagement has a positive and significant effect on employee performance, employee engagement positively influences job satisfaction, work-life balance does not significantly affect employee performance, work-life balance positively impacts job satisfaction, job satisfaction has a positive and significant effect on employee performance, and job satisfaction mediates the relationship between employee engagement and work-life balance on employee performance.

Keywords: *Employee Engagement, Work-Life Balance, Job Satisfaction, Employee Performance.*