

**PENGARUH *WORK LIFE BALANCE*, *EMOTIONAL INTELLIGENCE*,
DAN *WORK MOTIVATION* TERHADAP *JOB SATISFACTION* PADA
KARYAWAN TETAP DI PERUSAHAAN SWASTA
DI DAERAH ISTIMEWA YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance*, *emotional intelligence*, dan *work motivation* terhadap *job satisfaction* pada karyawan tetap di perusahaan swasta di daerah istimewa Yogyakarta. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *purposive sampling*, dengan jumlah sampel sebanyak 114 responden. Jenis data dalam penelitian ini menggunakan data kuantitatif dan sumber data berupa data primer dengan menggunakan kuesioner *online* yang telah diuji validitas dan reliabilitasnya. Alat analisis yang digunakan dalam penelitian ini adalah SPSS (*Statistical Product and Service Solution*) for windows versi 25.0. Analisis data menggunakan analisis deskriptif dan analisis regresi berganda. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap *job satisfaction*, selanjutnya *emotional intelligence* berpengaruh positif dan signifikan terhadap *job satisfaction*, *work motivation* berpengaruh positif dan signifikan terhadap *job satisfaction*, *work-life balance*, *emotional intelligence*, dan *work motivation* secara simultan berpengaruh positif dan signifikan terhadap *job satisfaction*.

Kata Kunci: *Keseimbangan Kehidupan Kerja, Kecerdasan Emosional dan Motivasi Kerja, Kepuasan Kerja.*

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THE INFLUENCE OF WORK LIFE BALANCE, EMOTIONAL INTELLIGENCE, AND WORK MOTIVATION ON JOB SATISFACTION FOR PERMANENT EMPLOYEES IN PRIVATE COMPANIES IN THE SPECIAL REGION OF YOGYAKARTA

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Abstract

This study aims to analyze the influence of work-life balance, emotional intelligence, and work motivation on job satisfaction among permanent employees in private companies in the Special Region of Yogyakarta. The sampling technique used in this study was purposive, with a sample size of 114 respondents. The type of data used in this study is quantitative, sourced from primary data collected through online questionnaires that have been tested for validity and reliability. The analysis tool used in this study is SPSS (Statistical Package for the Social Sciences) for Windows version 25.0. Data analysis was conducted using descriptive analysis and multiple regression analysis. The study's results indicate that work-life balance has a positive and significant impact on job satisfaction. Additionally, emotional intelligence also has a positive and significant effect on job satisfaction. Furthermore, work motivation has a positive and significant influence on job satisfaction. When considered together, work-life balance, emotional intelligence, and work motivation have a positive and significant effect on job satisfaction.

Keywords: *Work-Life Balance, Emotional Intelligence, Work Motivation, Job Satisfaction.*

