

PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT*, *WORK LIFE BALANCE*, DAN *EMPLOYEE ENGAGEMENT* TERHADAP KEPUASAN KERJA KARYAWAN GENERASI Z DI KABUPATEN SLEMAN

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *green human resource management*, *work life balance*, dan *employee engagement* terhadap kepuasan kerja karyawan Generasi Z di Kabupaten Sleman. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *purposive sampling* dengan jumlah sampel sebanyak 129 responden. Jenis data dalam penelitian ini menggunakan data kuantitatif dan sumber data berupa data primer dengan menggunakan kuesioner melalui *google form* yang telah diuji validitas dan reliabilitasnya. Analisis data dalam penelitian ini adalah uji analisis deskriptif, uji asumsi klasik, analisis regresi linear berganda dan uji hipotesis menggunakan uji t, uji f, dan koefisien determinasi (R^2) dengan bantuan program IBM SPSS *Statistic* versi 26. Hasil analisis data dalam penelitian ini menunjukkan bahwa seluruh hipotesis diterima. *Green human resource management* berpengaruh positif dan signifikan terhadap kepuasan kerja. *Work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja. *Employee engagement* berpengaruh positif dan signifikan terhadap kepuasan kerja. Secara simultan *green human resource management*, *work life balance*, dan *employee engagement* berpengaruh terhadap kepuasan kerja.

Kata Kunci: *Green Human Resource Management*, *Work Life Balance*, *Employee Engagement*, *Kepuasan Kerja*.



**THE EFFECT OF GREEN HUMAN RESOURCE MANAGEMENT, WORK
LIFE BALANCE, AND EMPLOYEE ENGAGEMENT ON JOB
SATISFACTION OF GENERATION Z EMPLOYEES IN SLEMAN
REGENCY**

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Abstract

This study aims to analyze the influence of green human resource management, work-life balance, and employee engagement on job satisfaction of Generation Z employees in Sleman Regency. The sampling technique in this study was carried out using a purposive sampling technique with a sample size of 129 respondents. The type of data in this study is quantitative data sourced from primary data using a questionnaire via Google Form that has been tested for validity and reliability. Data analysis in this study is a descriptive analysis test, classical assumption test, multiple linear regression analysis and hypothesis testing using the t test, f test, and coefficient of determination (R^2) with the help of the IBM SPSS Statistics program version 26. The results of the data analysis in this study indicate that all hypotheses are accepted. Green human resource management has a positive and significant effect on job satisfaction. Work-life balance has a positive and significant effect on job satisfaction. Employee engagement has a positive and significant effect on job satisfaction. Simultaneously, green human resource management, work-life balance, and employee engagement have an effect on job satisfaction.

Keywords: *Green Human Resource Management, Work Life Balance, Employee Engagement, Job Satisfaction.*