

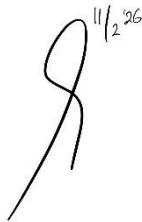
**PENGARUH *JOB STRESS & WORK-LIFE BALANCE* TERHADAP
EMPLOYEE WELL-BEING DENGAN *EMPLOYEE ENGAGEMENT*
SEBAGAI VARIABEL MEDIASI PADA KARYAWAN GENERASI Z
YANG BEKERJA DI WILAYAH DAERAH ISTIMEWA YOGYAKARTA**

Oktabrina Candy Artika

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *job stress* dan *work-life balance* terhadap *employee well-being* dengan *employee engagement* sebagai variabel mediasi pada karyawan Generasi Z di Daerah Istimewa Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei terhadap 96 responden yang dipilih menggunakan teknik *simple random sampling*. Data dianalisis menggunakan metode *Partial Least Square-Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa *job stress* berpengaruh negatif dan signifikan terhadap *employee well-being*, sedangkan *work-life balance* berpengaruh positif dan signifikan. Selain itu, *job stress* berpengaruh negatif terhadap *employee engagement*, sementara *work-life balance* berpengaruh positif. *Employee engagement* terbukti berpengaruh positif terhadap *employee well-being* dan memediasi pengaruh *job stress* serta memediasi secara parsial pengaruh *work-life balance* terhadap *employee well-being*.

Kata Kunci: *Job Stress, Work-Life Balance, Employee Engagement, Employee Well-Being, Generasi Z*

 11/2/26

***THE EFFECT OF JOB STRESS AND WORK-LIFE BALANCE ON
EMPLOYEE WELL-BEING WITH EMPLOYEE ENGAGEMENT AS A
MEDIATING VARIABLE AMONG GENERATION Z EMPLOYEES
WORKING IN THE SPECIAL REGION OF YOGYAKARTA***

Oktabrina Candy Artika

Abstract

This study aims to examine the effect of job stress and work-life balance on employee well-being, with employee engagement as a mediating variable among Generation Z employees in the Special Region of Yogyakarta. This research employs a quantitative approach using a survey, with 96 respondents selected through simple random sampling. Data were analyzed using Partial Least Squares–Structural Equation Modelling (PLS-SEM). The results indicate that job stress negatively and significantly affects employee well-being, while work-life balance positively and significantly enhances it. In addition, job stress negatively affects employee engagement, whereas work-life balance has a positive effect. Employee engagement positively influences employee well-being and partially mediates the effects of job stress and of work-life balance on employee well-being.

Keywords: *Job Stress, Work-Life Balance, Employee Engagement, Employee Well-Being, Generation Z*

