

PENGARUH *WORKLIFE BALANCE* DAN *BURNOUT* TERHADAP KEPUASAN KERJA PADA WANITA KARIR DI BANK NAGARI CABANG UTAMA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *worklife balance* dan *burnout* terhadap kepuasan kerja pada wanita karir Bank Nagari Cabang Utama. Populasi dalam penelitian ini berjumlah 134 orang dengan sampel 134 responden. Data diperoleh dengan cara membagikan kuesioner dan diolah menggunakan SPSS.

Berdasarkan penelitian menunjukkan bahwa *worklife balance* berpengaruh positif signifikan terhadap kepuasan kerja karyawan, *burnout* memiliki pengaruh negatif signifikan terhadap kepuasan kerja. Secara simultan variabel *worklife balance* dan *burnout* berpengaruh signifikan terhadap kepuasan kerja.

Hasil uji determinasi menunjukkan bahwa variabel *worklife balance* dan *burnout* mempengaruhi kepuasan kerja sebesar 24,2% dan sisanya sebesar 75,8% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci : *Worklife Balance, Burnout, Kepuasan Kerja*

ABSTRACT

This study aims to determine the effect of worklife balance and burnout on job satisfaction in career women of Bank Nagari Main Branch. The population in this study amounted to 134 people with a sample of 134 respondents. Data was obtained by distributing questionnaires and processed using SPSS. Based on research showing that worklife balance has a significant positive effect on employee job satisfaction, burnout has a significant negative influence on job satisfaction. Simultaneously, the variables worklife balance and burnout have a significant effect on job satisfaction. The results of the determination test showed that the variables worklife balance and burnout affected job satisfaction by 24.2% and the remaining 75.8% was influenced by other variables that were not studied in this study.

Keyword : Worklife Balance, Burnout, Job satisfaction