

RINGKASAN

Penelitian ini bertujuan untuk mengetahui bagaimana Pengaruh *Work Life Balance* dan *Work Engagement* terhadap Kepuasan Kerja Pegawai Kanwil Kemenkumham Sumbar. Populasi dari penelitian ini adalah sebanyak 184 orang orang. Sampel pada penelitian ini adalah sebanyak 126 responden. Penelitian ini dilakukan dengan menggunakan metode *purposive sampling methode*, yaitu penentuan sampel atas dasar kesesuaian karakteristik tertentu. Data diperoleh dengan melakukan penyebaran kuesioner, kemudian data diolah dan di uji dengan menggunakan SPSS 22. Penelitian ini menggunakan *work life balance* dan *work engagement* sebagai variabel independen, dan kepuasan kerja pegawai sebagai variabel dependen. Hasil pengujian ini secara parsial, menunjukkan bahwa *work life balance* dan *work engagement* memiliki pengaruh positif dan signifikan terhadap kepuasan kerja pegawai kanwil kemenkumham sumbar. Hasil pengujian secara simultan menunjukkan bahwa *work life balance* dan *work engagement* secara bersama – sama berpengaruh signifikan terhadap kepuasan kerja pegawai kanwil kemenkumham sumbar.

Kata Kunci : *Work Life Balance*, *Work Engagement* dan Kepuasan Kerja

SUMMARY

This research aims to find out the influence of work life balance and work engagement on job satisfaction for employees of the Regional Office of the Ministry of Law and Human Rights, West Sumatra. The population of this study was 184 people. The sample in this study was 126 respondents. This research was carried out using a purposive sampling method, namely determining samples based on the suitability of certain characteristics. Data was obtained by distributing questionnaires, then the data was processed and tested using SPSS 22. This research uses work life balance and work engagement as independent variables, and employee job satisfaction as the dependent variable. The results of this test partially show that work life balance and work engagement have a positive and significant influence on the job satisfaction of employees at the West Sumatra Ministry of Law and Human Rights Regional Office. Simultaneous test results show that work life balance and work engagement together have a significant effect on job satisfaction of employees of the West Sumatra Ministry of Law and Human Rights regional office.

Keywords: Work Life Balance, Work Engagement and Job Satisfaction