

## ABSTRACT

*The Influence of Work-Life Balance on Job Commitment Among Gen Z: The Role of Job Satisfaction and Love for Work as Mediators*

*(A Study on Gen Z Workers in South Tangerang City at Startup Companies)*

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*This study aims to examine the influence of work-life balance, job satisfaction, love for work, and job commitment among Gen Z workers in South Tangerang City who are employed at startup companies. The research uses a quantitative approach with the research object being Gen Z workers in South Tangerang City employed at startup companies. The sample was selected using purposive sampling technique, with a total of 160 respondents. Data were collected through questionnaires, and data analysis was performed using Structural Equation Modeling (SEM) with the AMOS 26.0 application. The results of this study indicate that the Work Life Balance (X) variable has a positive and significant effect on Commitment to Work (Y). Work Life Balance (X) also has a positive and significant effect on Job Satisfaction (Z1) and Love for Work (Z2). Furthermore, both Job Satisfaction (Z1) and Love for Work (Z2) have a positive and significant effect on Commitment to Work (Y). In addition, the Work Life Balance (X) variable does not affect Work Commitment (Y) through Job Satisfaction (Z1), but it does affect Work Commitment (Y) through Love for Work (Z2).*

**Keywords:** *Work Life Balance, Job Satisfaction, Love for Work, Job Commitment, Generation Z, Startup Companies*