

ABSTRACT

The Influence of Work-life balance, Career Development, Compensation, and Organizational Culture on Job Satisfaction

(Study on Employees of PT ABC)

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This study aims to analyze the influence of work-life balance, career development, compensation, and organizational culture on employee job satisfaction at PT ABC. The research adopts a quantitative approach, with data collected through questionnaires distributed to 178 respondents who are employees of PT ABC. The results show that work-life balance and organizational culture have a positive and significant impact on job satisfaction. Work-life balance significantly contributes by offering flexible work schedules that help employees balance personal and professional needs. A positive organizational culture, with open communication and support for diversity, creates a conducive and productive work environment. On the other hand, career development and compensation do not show a significant effect on job satisfaction. This indicates that while career development and compensation are important, they are not the primary factors affecting job satisfaction levels at PT ABC. These findings provide insights for the company to prioritize better policies to enhance employee job satisfaction at PT ABC.

Keywords: Work-life balance, Career development, Compensation, Organizational culture, Job satisfaction, PT ABC.