ABSTRACT

The Effect of Work-life Balance and Workload on Job Satisfaction Of the Generation Z Employee’s In Jakarta Digital Startup Companies.

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This study aims to determine the effect of work-life balance and workload on job satisfaction of the Generation Z employees in Jakarta Digital Startup Companies. Data was collected by distributing online questionnaires to 120 respondents. Data analysis techniques used validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple regression analysis, and hypothesis testing (t test) used SPSS application. The results of this study showed that work-life balance has a positive and significant effect on job satisfaction, while workload has a negative and significant effect on job satisfaction of the Generation Z employee’s in Jakarta Digital Startup Companies.

Keyword: Work-life Balance, Workload, Job Satisfaction.