

ABSTRACT

The Effect of Compensation, Work-Life Balance, and Transformational Leadership on Employee Job Satisfaction at PT Andalan Auto Prima

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The automotive industry is one of the industries that has experienced rapid development in recent years. In the midst of a strong climate of innovation and high consumer demand, the automotive industry certainly really needs quality human resources, especially because the industry's main activities are very dependent on human resources. In order to manage human resources, companies need to pay attention to employee job satisfaction. Because, employees who are satisfied with their work and the company where they work will feel pleasant feelings which can motivate employees to complete their work well. Job satisfaction can be traced through 3 (three) factors, namely compensation, work-life balance, and transformational leadership. These three factors are thought to have a role in influencing the increase or decrease in employee job satisfaction. So, this research aims to find out whether there is an influence of compensation, work-life balance, and transformational leadership on employee satisfaction in an automotive company, namely PT Andalan Auto Prima. The research method was carried out quantitatively using data collection techniques through questionnaires with 54 respondents. Data analysis using Multiple Linear Regression Analysis and T Test was carried out with the SPSS application. The research results show that compensation has an insignificant negative effect on employee job satisfaction. On the other hand, work-life balance and transformational leadership have a significant positive influence on employee job satisfaction in the company.

Keywords: *Job Satisfaction, Compensation, Work-Life Balance*

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