

ABSTRAK

Kepuasan kerja pegawai merupakan salah satu faktor penting dalam meningkatkan kualitas kinerja organisasi. Namun, kepuasan kerja pegawai BKAD Kabupaten Situbondo belum sepenuhnya optimal, terutama berkaitan dengan isi pekerjaan, supervisi, gaji, dan hubungan antar rekan kerja. Selain itu, pada periode tertentu pegawai menghadapi peningkatan beban kerja dan tekanan pekerjaan yang cukup tinggi sehingga memengaruhi kepuasan dalam bekerja dan keseimbangan kehidupan kerja pegawai. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *work life balance*, kompetensi, budaya organisasi, dan beban kerja terhadap kepuasan kerja pegawai BKAD Kabupaten Situbondo. Penelitian ini menggunakan metode kuantitatif dengan desain kausal. Populasi dalam penelitian ini adalah seluruh pegawai BKAD Kabupaten Situbondo dengan jumlah sampel sebanyak 97 responden menggunakan teknik sampling jenuh. Metode pengumpulan data dilakukan melalui penyebaran kuesioner. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, uji hipotesis, dan uji koefisien determinasi dengan bantuan SPSS 25 for Windows. Hasil penelitian menunjukkan bahwa *work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai BKAD Kabupaten Situbondo. Kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai BKAD Kabupaten Situbondo. Budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai BKAD Kabupaten Situbondo. Beban kerja berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai BKAD Kabupaten Situbondo. Hasil uji koefisien determinasi menunjukkan nilai Adjusted R Square sebesar 0,607 atau 60,7%, yang berarti bahwa *work life balance*, kompetensi, budaya organisasi, dan beban kerja mampu menjelaskan variasi kepuasan kerja sebesar 60,7%, sedangkan sisanya dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : *Work life balance*, kompetensi, budaya organisasi, beban kerja, kepuasan kerja.

ABSTRACT

Employee job satisfaction is an important factor in improving the quality of organizational performance. However, job satisfaction of BKAD Situbondo Regency employees is not yet fully optimal, especially related to job content, supervision, salary, and relationships between colleagues. In addition, in certain periods, employees face an increase in workload and work pressure that is quite high, which affects job satisfaction and work-life balance of employees. This study aims to determine and analyze the influence of work-life balance, competence, organizational culture, and workload on job satisfaction of BKAD Situbondo Regency employees. This study uses a quantitative method with a causal design. The population in this study were all BKAD Situbondo Regency employees with a sample of 97 respondents using a saturated sampling technique. The data collection method was carried out through distributing questionnaires. Data analysis techniques used include validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, hypothesis tests, and coefficient of determination tests with the help of SPSS 25 for Windows. The results of the study indicate that work-life balance has a positive and significant effect on job satisfaction of BKAD Situbondo Regency employees. Competence has a positive and significant effect on job satisfaction of BKAD Situbondo Regency employees. Organizational culture has a positive and significant effect on job satisfaction of BKAD Situbondo Regency employees. Workload has a positive and significant effect on job satisfaction of BKAD Situbondo Regency employees. The results of the determination coefficient test show an Adjusted R Square value of 0.607 or 60.7%, which means that work-life balance, competence, organizational culture, and workload are able to explain variations in job satisfaction by 60.7%, while the rest is influenced by other variables outside this study.

Keywords: *Work life balance, competence, organizational culture, workload, job satisfaction.*