

ABSTRAK

M. Rizky B. Abdul Latief, 2021. Pengaruh *Work-life Balance* Terhadap Kepuasan Kerja Dengan Melalui *Burnout* Sebagai Variabel Mediasi Pada Bank Tabungan negara kantor cabang kota ternate. **Pembimbing I : Nurlaila dan Pembimbing II : Fadhliah M. Alhadar.**

Penelitian ini bertujuan untuk menguji: (1) Pengaruh *Work-life Balance* terhadap Kepuasan Kerja karyawan; (2) pengaruh *Work-life Balance* terhadap *Burnout* pada karyawan; (3) pengaruh *Burnout* terhadap Kepuasan Kerja karyawan; (4) pengaruh *Work-life Balance* berpengaruh terhadap Kepuasan Kerja melalui *Burnout* sebagai variabel mediasi;

Penelitian ini merupakan penelitian dengan pendekatan kuantitatif. Populasi dan sampel pada penelitian ini adalah seluruh karyawan Bank tabungan Negara kantor cabang Kota Ternate. Data dikumpulkan dengan menggunakan kuesioner online yaitu google form. Teknik analisis data dalam penelitian menggunakan bantuan Software SPSS v16.

Dari hasil penelitian menunjukkan bahwa: (1) *Work-life balance* berpengaruh positif terhadap Kepuasan kerja, itu artinya *Work-live balance atau keseimbangan dalam bekerja* dapat membantu memberikan kepuasan pada karyawan dalam bekerja; (2) *Work-life balance* berpengaruh positif terhadap *burnout*, itu artinya *Work-live balance* yang menciptakan keseimbangan akan memberikan kenyamanan sehingga maminimalisir *burnout* terjadi; (3) *Burnout* berpengaruh negatif terhadap kepuasan kerja, artnya *burnout* dapat menyebabkan penurunan pada kepuasan kerja sesuai dengan hubungan negatif antara kedua variabel; (4) *Work-life balance* terhadap kepuasan kerja dapat di mediasi oleh *burnout*.

Kata Kunci: *Work-life Balace, Burnout, Kepuasan Kerja Karyawan.*

ABSTRACT

M. Rizky B. Abdul Latif, 2021.The Influence of Work-life Balance on Job Satisfaction Through Burnout as a Mediation Variable at the State Savings Bank, Ternate City Branch Office. **Advisor I :Nurlaila, and Advisor II : Fadhliah M. Alhadar.**

This study aims to examine: (1) the effect of work-life balance on employee job satisfaction; (2) the effect of Work-life Balance on Burnout on employees; (3) the effect of Burnout on employee job satisfaction; (4) the effect of Work-life Balance has an effect on Job Satisfaction through Burnout as a mediating variable;

This research is a research with a quantitative approach. The population and sample in this study were all employees of the State Savings Bank branch office of Ternate City. Data was collected using an online questionnaire, namely google form. The data analysis technique in this study used the help of SPSS v16 software.

From the research results show that: (1) *Work-life balance* has a positive effect on job satisfaction, it means that work-live balance or balance at work can help provide satisfaction to employees at work; (2) Work-life balance has a positive effect on burnout, it means Work-live balance that creates a balance will provide comfort so that burnout is minimized; (3) Burnout has a negative effect on job satisfaction, meaning that burnout can cause a decrease in job satisfaction in accordance with the negative relationship between the two variables; (4) Work-life balance on job satisfaction can be mediated by burnout.

Keywords: *Work-life Balance, Burnout, Employee Job Satisfaction.*