

ABSTRAK
**“Hubungan *Employee Engagement* Dengan *Work Life Balance*
Terhadap Kepuasan Kerja ASN Kementerian Agama”**

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Penelitian ini bertujuan untuk mengetahui hubungan employee engagement dengan work life balance terhadap Kepuasan Kerja ASN Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara. Penelitian ini merupakan jenis penelitian kuantitatif dengan pendekatan survei cross sectional. Populasi pada penelitian ini berjumlah 100 dan sampel sebanyak 100. Sampel pada penelitian ini adalah seluruh ASN di Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara dengan Teknik pengambilan sampel total sampling. Analisis menggunakan uji Chi Square. Hasil penelitian menunjukkan bahwa terdapat hubungan yang signifikan antara employee engagement dengan kepuasan kerja pegawai ($p \text{ value} = 0,000$) dan terdapat hubungan yang signifikan antara work life balance dengan kepuasan kerja pegawai ($p \text{ value} = 0,001$) kesimpulan penelitian ini terdapat hubungan antara employee engagement dengan work life balance terhadap kepuasan kerja. Dari hasil penelitian disarankan dapat mengatur lebih baik lagi dalam pengaturan jadwal kerja bagi pegawai, dapat mempertahankan nilai – nilai instansi yang memberikan dampak positif terhadap pegawai dan mempertahankan hubungan dan komunikasi yang baik antara atasan dan bawahan atau sesama rekan kerja agar dapat menciptakan suasana kerja yang nyaman.

Kata Kunci : Kepuasan Kerja, *Employee Engagement*, *Work Life Balance*

ABSTRACT
**“The Relationship Between Employee Engagement and Work Life
Balance On Job Satisfaction Of Civil Servants At The Ministry Of
Religion”**

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This study aims to determine the relationship between employee engagement and work life balance on job satisfaction of civil servants at the Regional Office of the Ministry of Religion of North Sulawesi Province. This research is a type of quantitative research with a cross sectional survey approach. The population in this study was 100 and the sample was 100. The sample in this study were all civil servants at the Regional Office of the Ministry of Religion of North Sulawesi Province using the total sampling technique. Analysis using the Chi Square test. The results showed that there was a significant relationship between employee engagement and employee job satisfaction (p value = 0.000) and there was a significant relationship between work life balance and employee job satisfaction (p value = 0.001). The conclusion of this study was that there was a relationship between employee engagement and work. life balance on job satisfaction. From the results of the study it is suggested that you can manage better work schedules for employees, can maintain agency values that have a positive impact on employees and maintain good relationships and communication between superiors and subordinates or fellow co-workers in order to create a comfortable working atmosphere.

Keyword : Job Satisfaction, Employee Engagement, Work Life Balance