

## ABSTRAK

**Emilia, 2024.** Pengaruh *Employee Engagement* dan *Work Life Balance* Terhadap Kepuasan Kerja dan Kinerja Pegawai Badan Perencanaan Pembangunan Daerah Kota Makassar, dibimbing oleh Bapak Muhammad Rusydi sebagai pembimbing I dan Bapak Ahmad AC sebagai pembimbing II.

Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh: *employee engagement* terhadap kepuasan kerja, *work life balance* terhadap kepuasan kerja, *employee engagement* terhadap kinerja, *work life balance* terhadap kinerja, kepuasan kerja terhadap kinerja, *employee engagement* terhadap kinerja melalui kepuasan kerja, dan *work life balance* terhadap kinerja melalui kepuasan kerja pada Badan Perencanaan Pembangunan Daerah Kota Makassar. Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan kuesioner sebagai sumber pengumpulan data, Analisis yang digunakan adalah analisis jalur dengan menggunakan aplikasi **AMOS 24.0**.

Hasil penelitian menunjukkan bahwa: 1. *Employee engagement* berpengaruh positif dan signifikan terhadap kepuasan kerja, 2. *Work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja, 3. *Employee engagement* berpengaruh positif tidak signifikan terhadap kinerja pegawai, 4. *Work life balance* berpengaruh positif dan signifikan terhadap kinerja pegawai, 5. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, 6. *Employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai melalui kepuasan kerja, dan 7. *Work life balance* berpengaruh positif signifikan terhadap kinerja pegawai melalui kepuasan kerja.

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

## ABSTRAC

**Emilia, 2024.** The Effect of *Employee Engagement* and *Work Life Balance* on Job Satisfaction and Employee Performance of the Makassar City Development Planning Agency, guided by Mr. Muhammad Rusydi as supervisor I and Mr. Ahmad AC as supervisor II.

This study aims to determine and analyze the Effect of *Employee Engagement* and *Work Life Balance* on Job Satisfaction and Employee Performance of the Makassar City Regional Development Planning Agency. This type of research is quantitative research using questionnaires as a source of data collection, the analysis used is path analysis using **the AMOS 24.0** application.

The results showed that: 1. *Employee engagement* has a significant positive effect on job satisfaction, 2. *Work-life balance* has a significant positive effect on job satisfaction, 3. *Employee engagement* has a positive insignificant effect on employee performance, 4. *Work-life balance* has a significant positive effect on employee performance, 5. Job satisfaction has a significant positive effect on employee performance, 6. *Employee engagement* has a significant positive effect on employee performance through job satisfaction, and 7. *Work-life balance* has a significant positive effect on employee performance through job satisfaction.

**Keywords:** *Employee Engagement*, *Work Life Balance*, Job Satisfaction and Performance.

