

## **ABSTRACT**

*Employee Engagement is considered important for an organization because it helps create a better work culture, increases productivity, and has an impact on company profits. This study aims to determine the effect of Perceived Organizational Support and Work Life Balance on Employee Engagement Mediated by Job Satisfaction at PT Rekayasa Industri, with a total sample of 120 employees. The data analysis method used Structural Equation Model-Partial Least Square (SEM-PLS). The results of this study indicate that Perceived Organizational Support and Work Life Balance have a positive and significant effect on Employee Engagement mediated by Job Satisfaction. Work Life Balance and Job Satisfaction have a positive and significant effect on Employee Engagement directly. Perceived Organizational Support does not have a direct significant effect on Employee Engagement, but has a positive and significant effect with perfect mediation through Job Satisfaction. The implications of this research are discussed in the article.*

*Keywords: Perceive Organizational Support, Work Life Balance, Job Satisfaction, Employee Engagement*



## ABSTRAK

*Employee Engagement* dianggap penting bagi suatu organisasi karena membantu menciptakan budaya kerja yang lebih baik, meningkatkan produktivitas, serta berdampak pada keuntungan perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh *Perceived Organizational Support* dan *Work Life Balance* terhadap *Employee Engagement* yang dimediasi Kepuasan Kerja di PT Rekayasa Industri, dengan jumlah sampel sebanyak 120 karyawan. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian ini menunjukkan bahwa *Perceived Organizational Support* dan *Work Life Balance* berpengaruh positif dan signifikan terhadap *Employee Engagement* yang dimediasi Kepuasan Kerja. *Work Life Balance* dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap *Employee Engagement* secara langsung. *Perceived Organizational Support* tidak berpengaruh signifikan secara langsung terhadap *Employee Engagement*, namun berpengaruh positif dan signifikan dengan mediasi sempurna melalui Kepuasan Kerja.

Kata Kunci: *Perceived Organizational Support*, *Work Life Balance*, Kepuasan Kerja, *Employee Engagement*.

