

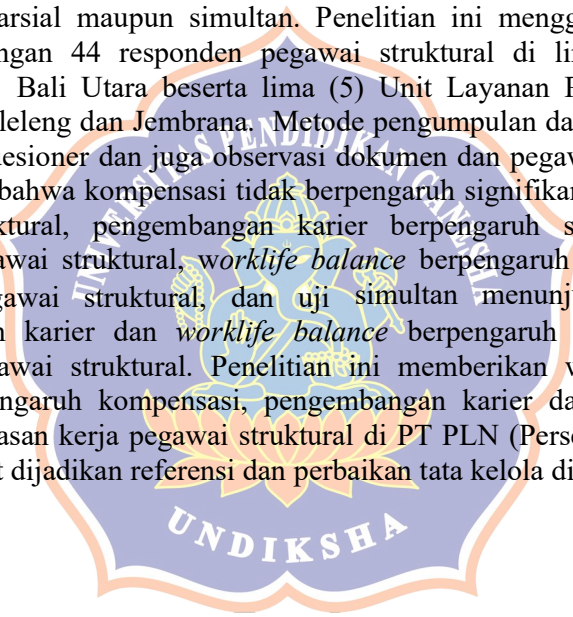
ABSTRAK

Elashinta (2025), Pengaruh kompensasi, pengembangan karier dan *worklife balance* terhadap kepuasan pegawai struktural di PT PLN (Persero) UP3 Bali Utara. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: kompensasi, pengembangan karier, *worklife balance*, kepuasan kerja.

Penelitian ini menguji pengaruh kompensasi, pengembangan karier dan *worklife balance* terhadap kepuasan pegawai struktural di PT PLN (Persero) UP3 Bali Utara baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan 44 responden pegawai struktural di lingkungan PT PLN (Persero) UP3 Bali Utara beserta lima (5) Unit Layanan Pelanggan (ULP) di Kabupaten Buleleng dan Jembrana. Metode pengumpulan data dilakukan dengan penyebaran kuesioner dan juga observasi dokumen dan pegawai. Hasil penelitian menunjukkan bahwa kompensasi tidak berpengaruh signifikan terhadap kepuasan pegawai struktural, pengembangan karier berpengaruh signifikan terhadap kepuasan pegawai struktural, *worklife balance* berpengaruh signifikan terhadap kepuasan pegawai struktural, dan uji simultan menunjukkan kompensasi, pengembangan karier dan *worklife balance* berpengaruh signifikan terhadap kepuasan pegawai struktural. Penelitian ini memberikan wawasan mendalam bagaimana pengaruh kompensasi, pengembangan karier dan *worklife balance* terhadap kepuasan kerja pegawai struktural di PT PLN (Persero) UP3 Bali Utara sehingga dapat dijadikan referensi dan perbaikan tata kelola dikemudian hari.



ABSTRACT

Elashinta (2025), The Effect of Compensation, Career Development, and Worklife Balance on Structural Employee Satisfaction at PT PLN (Persero) UP3 Bali Utara. Thesis, Management Science, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and reviewed by Advisor I: Dr. Komang Krisna Heryanda, S.E., M.M., and Advisor II: Dr. Ni Luh Wayan Sayang Telagawathi, S.E., M.Si.

Keywords: compensation, career development, worklife balance, job satisfaction.

This study examines the effect of compensation, career development, and worklife balance on structural employee satisfaction at PT PLN (Persero) UP3 Bali Utara, both partially and simultaneously. This study used a quantitative approach with 44 respondents of structural employees from PT PLN (Persero) UP3 Bali Utara and five (5) Customer Service Units (ULP) in Buleleng and Jembrana Regencies. Data collection methods include questionnaires, documents, and employee observations. The results of the study indicate that compensation has no significant effect on structural employee satisfaction, career development has a significant effect on structural employee satisfaction, worklife balance has a significant effect on structural employee satisfaction, and simultaneous testing shows that compensation, career development, and worklife balance have a significant effect on structural employee satisfaction. This study provides in-depth insights into how compensation, career development, and worklife balance affect structural employee job satisfaction at PT PLN (Persero) UP3 North Bali, serving as a reference and a basis for future improvement in governance.