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Article title : Building Work Comfort: The Role of Work-Life Balance and Coworker Support in Enhancing Employee Job Satisfaction

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Building Work Comfort: The Role of Work-Life Balance and Coworker Support in Enhancing Employee Job Satisfaction

Rizky Amanda Febrianty, Zaki Nur Fahmawati

Abstract

Job satisfaction is an employee's general feeling toward their work and is an important factor influencing productivity within a company. However, the reality is that many employees still feel dissatisfied with their jobs. Job satisfaction issues can have a negative impact on employee motivation, performance, mental and physical health, and can even disrupt company performance. Based on these conditions, the driving factors that can increase employee job satisfaction are work-life balance and support from colleagues. This study aims to determine the influence of work-life balance and coworker support on employee job satisfaction at CV X. This study uses a quantitative approach with multiple linear regression analysis. Data were obtained thru questionnaires distributed to 117 employees and analyzed using SPSS 26. The sampling technique used is saturation sampling. The research results indicate that work-life balance and coworker support have a positive and significant impact on job satisfaction, both partially and simultaneously. The coefficient of determination (R^2) value of 0.433 indicates that 43.3% of the variation in job satisfaction is explained by these two variables, while the remaining variation is influenced by other factors. Thus, increased job satisfaction is influenced by a good work-life balance and positive support among colleagues at CV X. This finding implies that the company needs to strengthen policies that support work-life balance, such as flexible working hours, and establish policies to improve the quality of relationships among colleagues, such as gathering programs or team building, as effective strategies for increasing employee job satisfaction.

Keywords

coworker support, job satisfaction, work life balance

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