# ABSTRAK

Dody Bagus Nugroho, 2026. Pengaruh *Work-life balance, Career Development* dan Kompensasi Terhadap *Job Satisfaction* Karyawan Generasi Z di Kota Madiun. Pembimbing (I) Dr. Liliek Nur Sulistiyowati, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh *Work-life balance, Career Development* , dan Kompensasi terhadap *Job Satisfaction* pada karyawan Generasi Z di Kota Madiun. *Job Satisfaction* merupakan salah satu faktor penting yang memengaruhi motivasi, produktivitas, dan keberlangsungan kinerja karyawan dalam organisasi. Generasi Z memiliki karakteristik yang mengutamakan keseimbangan kehidupan kerja, kesempatan pengembangan karier, serta kompensasi yang adil sehingga perusahaan perlu memahami faktor-faktor yang dapat meningkatkan kepuasan kerja mereka. Metode penelitian yang digunakan adalah kuantitatif dengan pengumpulan data melalui survei menggunakan kuesioner kepada karyawan Generasi Z yang bekerja di Kota Madiun. Teknik pengambilan sampel menggunakan purposive sampling dengan jumlah responden sebanyak 180 orang yang memenuhi kriteria penelitian. Data yang diperoleh dianalisis menggunakan program *Statistical Package for the Social Sciences* (SPSS). Hasil penelitian menunjukkan bahwa *Work-life balance*, *Career Development*, dan Kompensasi secara parsial maupun simultan berpengaruh signifikan terhadap *Job Satisfaction* pada karyawan Generasi Z di Kota Madiun.

**Kata Kunci :** *Work-life balance, Career Development* , kompensasi, *Job Satisfaction*, generasi Z.

## *ABSTRACT*

Dody Bagus Nugroho, 2026. *The Influence of Work-life balance, Career Development , and Compensation on Job Satisfaction among Generation Z Employees in Madiun City. Supervisor* (I) Dr. Liliek Nur Sulistiyowati, S.E., M.M., *Supervisor* (II) Robby Sandhi Dessyarti, S.E., M.M.

*This study aims to analyze the influence of Work-life balance, Career Development , and compensation on Job Satisfaction among Generation Z employees in Madiun City. Job Satisfaction is a crucial factor influencing the motivation, productivity, and sustained performance of employees within an organization. Generation Z is characterized by a preference for Work-life balance, Career Development opportunities, and fair compensation; therefore, companies need to understand the factors that can enhance their Job Satisfaction. A quantitative research method was employed, with data collected via questionnaires distributed to Generation Z employees working in Madiun City. Purposive sampling was used to select* 180 *respondents who met the study's criteria. The collected data were analyzed using the Statistical Package for the Social Sciences (SPSS) software. The results indicate that Work-life balance, Career Development, and compensation both individually and simultaneously have a significant influence on the Job Satisfaction of Generation Z employees in Madiun City.*



***Keywords:*** *Work-life balance, Career Development, compensation, Job Satisfaction, Generation* Z.