

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Work Life Balance* dan *Work Engagement* terhadap *Innovative Work Behavior* karyawan PT. PLN (Persero) ULP Ngawi. *Work Life Balance* merupakan kemampuan individu dalam menyeimbangkan tuntutan pekerjaan dan kehidupan pribadi, sedangkan *Work Engagement* mencerminkan sejauh mana karyawan terlibat secara fisik, emosional, dan kognitif dalam pekerjaannya. *Innovative Work Behavior* mengacu pada perilaku karyawan dalam menghasilkan, mempromosikan, dan menerapkan ide-ide baru di lingkungan kerja. Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengambilan data dilakukan melalui penyebaran kuesioner kepada seluruh populasi karyawan menggunakan metode sensus, dengan jumlah responden 115 responden. Data dianalisis menggunakan regresi linier berganda dan diolah dengan bantuan program SPSS Versi 25. Berdasarkan hasil penelitian yang dilakukan pada karyawan PT PLN (Persero) ULP Ngawi, dapat disimpulkan bahwa *Work Life Balance* berpengaruh positif dan signifikan terhadap *Innovative Work Behavior* dan *Work Engagement* juga berpengaruh positif dan signifikan terhadap *Innovative Work Behavior*. Oleh karena itu, perusahaan disarankan untuk terus mendorong kebijakan yang mendukung keseimbangan kehidupan kerja serta meningkatkan keterlibatan karyawan agar dapat menciptakan budaya kerja yang inovatif dan berkelanjutan.

Kata kunci: *Work Life Balance*, *Work Engagement*, *Innovative Work Behavior*, Pegawai PT. PLN (Persero) ULP Ngawi.

ABSTRACT

This study aims to analyze the influence of Work Life Balance and Work Engagement on Innovative Work Behavior of employees of PT. PLN (Persero) ULP Ngawi. Work Life Balance is an individual's ability to balance work and personal life needs, while Work Engagement reflects the extent to which employees are physically, emotionally, and cognitively involved in their work. Innovative Work Behavior refers to employee behavior in generating, promoting, and implementing new ideas in the work environment. This study uses a quantitative approach. Data collection techniques were carried out by distributing questionnaires to the entire employee population using a census method, with 115 employees as respondents. Data were analyzed using multiple linear regression and processed with the help of the SPSS Version 25 program. Based on the results of the study conducted on employees of PT PLN (Persero) ULP Ngawi, it can be concluded that Work Life Balance has a positive and significant effect on Innovative Work Behavior and Work Engagement also has a positive and significant effect on Innovative Work Behavior. Therefore, companies are advised to continue to encourage policies that support work life balance and increase employee engagement in order to create an innovative and sustainable work culture.

Keywords: *Work Life Balance, Work Engagement, Innovative Work Behavior, Employees of PT. PLN (Persero) ULP Ngawi.*