

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement* dan *work-life balance* terhadap disiplin kerja pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Barat. Studi menggunakan pendekatan kuantitatif dengan sampel pegawai pada Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Barat sejumlah 108 orang dengan metode *proportionate stratified random sampling*. Pengumpulan data primer menggunakan metode kuesioner dengan teknik analisis data menggunakan uji regresi linier berganda. Hasil penelitian menunjukkan bahwa *tingkat employee engagement* dan *work-life balance* pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Barat berada dalam kategori baik sedangkan disiplin kerja berada pada kategori sangat baik. Hasil penelitian menunjukkan bahwa *employee engagement* dan *work-life balance* berpengaruh secara positif terhadap disiplin kerja. *Employee engagement* dan *work-life balance* memiliki nilai koefisien determinasi sebesar 77,2% yang berarti memiliki *strong explanatory power* terhadap disiplin kerja pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Barat. Implikasi manajerial penelitian ini merekomendasikan perlunya Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Barat melakukan penguatan keterikatan karyawan terhadap pekerjaan melalui program pelatihan dan *coaching*, mengoptimalkan keseimbangan kerja dan kehidupan melalui penerapan *Employee Assistance Program (EAP)*, serta meningkatkan konsistensi disiplin waktu kerja pegawai melalui penerapan mekanisme *reward and punishment*. Penelitian ini memiliki keterbatasan berupa potensi *social desirability bias* akibat penggunaan *self-assessment*, serta keterbatasan penjelasan hubungan sebab-akibat karena menggunakan *cross-section data* dan metode survei, sehingga diperlukan pendekatan *experimental research* untuk memperoleh pemahaman kausal yang lebih kuat terhadap isu keterlambatan kerja yang telah lama belum dapat terselesaikan.

Kata kunci: *Employee Engagement*, *Work-life Balance*, Disiplin Kerja

ABSTRACT

This study aims to analyze the influence of employee engagement and work-life balance on the work discipline of employees at the Department of Manpower and Transmigration of West Java Province. The study employs a quantitative approach with a sample of 108 employees from the Department of Manpower and Transmigration of West Java Province, selected using a proportionate stratified random sampling method. Primary data were collected using a questionnaire, and the data were analyzed using multiple linear regression. The findings indicate that the levels of employee engagement and work-life balance among employees are categorized as good, while work discipline falls within the very good category. The results further show that employee engagement and work-life balance have a positive influence on work discipline. These variables yield a coefficient of determination of 77.2%, indicating a strong explanatory power for predicting employee work discipline.

The managerial implications of this study recommend that the Head of the Department of Manpower and Transmigration of West Java Province strengthen employees' engagement through training and coaching programs, optimize work-life balance through the implementation of an Employee Assistance Program (EAP), and enhance consistency in employees' time discipline through the application of a reward and punishment mechanism. This study has limitations, including the potential for social desirability bias due to the use of self-assessment and the limited causal explanation resulting from the use of cross-sectional data and survey methods. Therefore, experimental research is required to obtain stronger causal understanding of the long-standing issue of employee lateness that has yet to be effectively resolved.

Keywords: Employee Engagement, Work-Life Balance, Work Discipline