

Abstrak

Abstrak penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan, Budaya Organisasi, dan *Work-Life Balance* terhadap *Work Engagement* karyawan PT Bank X Jakarta (Kantor Pusat) Divisi Operasional Kanal Elektronik berdasarkan persepsi karyawan PT Bank X, Divisi Operasional (Kantor Pusat). Pengambilan data dilakukan dengan menyebarkan kuesioner secara online kepada persepsi karyawan PT Bank X, Divisi Operasional (Kantor Pusat). 56 data responden dianalisis secara deskriptif dan diuji menggunakan model persamaan struktural (SEM). Hasil penelitian menunjukkan bahwa Karyawan PT Bank X berpengaruh positif signifikan terhadap Gaya Kepemimpinan yang kuat dan mempengaruhi *Work Engagement* karyawan. Budaya Organisasi di PT Bank berpengaruh positif terhadap *Work Engagement* Karyawan, dan *Work-Life Balance* di PT Bank X berpengaruh positif dan signifikan terhadap *Work Engagement* karyawan.

Kata kunci: Gaya Kepemimpinan, Budaya Organisasi, *Work-Life Balance*, *Work Engagement*, dan PT Bank X.

Abstract

Abstract This study aims to determine the effect of leadership style, organizational culture, and work-life balance on the work engagement of employees of PT Bank X Jakarta (Head Office) Operational Division of Kanal Elektronik based on the perception of employees of PT Bank X, Operational Division (Head Office). Data collection was carried out by distributing online questionnaires to the employees' perceptions of PT Bank X, Operations Division (Head Office). 56 respondents' data were analyzed descriptively and tested using the structural equation model (SEM). The results showed that the employees of PT Bank X had a significant positive influence of a strong leadership style and influenced employee work engagement. Organizational Culture at PT Bank has a positive and significant effect on Employee Work Engagement, and Work-Life Balance at PT Bank X has a positive and significant effect on Employee Work Engagement.

Keywords: Leadership Style, Organizational Culture, Work-Life Balance, Work Engagement, and PT Bank X.