

## **ABSTRACT**

*This study aimed to find out: 1) The effect of work life balance on work engagement; 2) The effect of job satisfaction on work engagement; 3) The effect of work life balance and job satisfaction on work engagement. The subjects in this study were 103 Polytechnic X Yogyakarta employees. The data were obtained using the scales of work life balance, job satisfaction and work engagement. The data analysis method in this study used two statistical tests, namely simple linear regression used to analyze the first and second hypotheses, while multiple linear regression was used to analyze the third hypothesis. The results of this study indicate that: 1) there is a positive effect of work life balance on work engagement with a Pearson correlation value of 0.646 ( $p < 0.01$ ), 2) there is a positive effect of job satisfaction on work engagement with a Pearson correlation value of 0.574 ( $p < 0.01$ ). ), 3) there is a positive effect of work life balance and job satisfaction on work engagement with an  $F$  value of 43,322 ( $p < 0.01$ ). The effective contribution of work life balance and job satisfaction to predict employee work engagement is 45.4% and the remaining 54.6% is influenced by other factors not examined in this study. Thus it can be concluded that the three hypotheses in this study are accepted.*

*Keyword : work engagement, work life balance, job satisfaction*