

## **ABSTRACT**

### **THE INFLUENCE OF WORK-LIFE BALANCE, COMPENSATION, AND NON-PHYSICAL WORK ENVIRONMENT ON JOB SATISFACTION THROUGH BURNOUT AS AN INTERVENING VARIABLE (Census of Echelon III Civil Servants in the Tasikmalaya City Government)**

**By**  
**Moch. Kemal Bayu Pramono**  
**238334042**

**Advisor 1: Jajang Badruzaman.**  
**Advisor 2: Yusuf Abdullah.**

*This research aims to identify: (1) Work life balance, compensation, non-physical work environment, burnout and job satisfaction. (2) The influence of work life balance, compensation and non-physical work environment on burnout. (3) The influence of work life balance, compensation and non-physical work environment and burnout on job satisfaction. (4) The influence of work life balance, compensation and non-physical work environment on job satisfaction through burnout in Echelon III State Civil Apparatus in the Tasikmalaya City Government. The sample size in this study was 143 people. This study is quantitative with a descriptive approach, using primary data and using partial least square – structural equation model (PLS-SEM) analysis techniques. By using PLS-SEM this study concludes that: (1) Work life balance, compensation, non-physical environment, burnout and job satisfaction in Echelon III State Civil Apparatus in the Tasikmalaya City Government are in good criteria. (2) Work life balance, compensation and non-physical environment have a positive effect on burnout. However, compensation has a negative effect on burnout in Echelon III State Civil Apparatus in the Tasikmalaya City Government. (3) Work life balance, compensation, and non-physical environment have a positive effect on job satisfaction. However, burnout has a negative effect on job satisfaction. (4) Burnout cannot significantly mediate the influence of work life balance, compensation, and non-physical environment on job satisfaction in Echelon III State Civil Apparatus in the Tasikmalaya City Government.*

*Keywords: Work Life Balance, Compensation, Non-Physical Environment, Burnout, Job Satisfaction*