

EFFECT OF WORK LIFE BALANCE AND BURNOUT ON JOB SATISFACTION OF EMPLOYEES OF GENERATION Y IN BANDAR LAMPUNG

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Abstract

In the economy of every country, human resources are the key to improving the economy, in this study companies in Indonesia, especially in Bandar Lampung, are expected to be able to understand the right Talent Engagement process and the right strategy to attract talent from Generation Y and be able to manage human resources to be able to provide a sense of satisfaction at work. This study aims to determine the effect of work life balance and burnout on job satisfaction of Generation Y employees in Bandar Lampung, in this study using a sample of 140 respondents, with a total of 28 items of statements from 3 variables and using data collection techniques by distributing questionnaires via google form. , the results obtained were processed using the Statistical Program for Social Science (SPSS), with analytical tests, namely validity, reliability, and hypothesis testing, namely multiple linear regression, partial test, simultaneous test, and coefficient of determination. The results of this study are that work life balance partially has a positive and significant effect on job satisfaction of Generation Y employees in Bandar Lampung, partially burnout has a negative and significant effect on job satisfaction of Generation Y employees in Bandar Lampung, and work life balance and burnout simultaneously have a significant effect to the job satisfaction of Generation Y employees in Bandar Lampung.

Keywords : Work Life Balance, Burnout, Job Satisfaction, Generation Y, Bandar Lampung

INTRODUCTION

In the current era of globalization, private or public companies compete to produce the best products or services, each company has a goal to generate the maximum profit by minimizing costs, especially in the use of resources (Pangemanan et al., 2011). Human resources are considered very important, human resources are the main thing because human resources play an important role in determining the direction and goals of a company Ganapathi, 2016 in (Cahyadi & Prastyani, 2020).

Managing human resources well is a challenge for every company. No matter how many human resources are employed, no matter how much funds are managed and no matter how sophisticated the technology used is, it means nothing if the human resources that are owned do not have the competence to carry out their work, one of the factors to create competence is job satisfaction. Job satisfaction was created as an effort to develop the company's human resources (Pangemanan et al., 2011) stating that employees who are satisfied with their work have a positive influence on the company, such as increasing productivity and efficiency.

In an effort to increase job satisfaction, now many companies have used the Work Life Balance program. This program is considered important for certain companies because the company considers employees to face other roles and other problems not only at work (Junaidin et al., 2019). Work Life Balance is an individual's effort to balance several roles in his life, Fisher (Junaidin et al., 2019), another challenge to achieve job satisfaction is burnout, burnout is a form of fatigue felt by an individual, fatigue such as physical, mental and emotional exhaustion. short-term involvement in which there is pressure. Meanwhile, according to Leats and Stolar in (Pangemanan et al., 2011) defines burnout as emotional and mental exhaustion caused by a situation that is felt very uncomfortable. In the results of Friane Livi Pangemanan's research, 2017 work life balance and burnout have a significant effect on employee job satisfaction. According to Herzberg in (Kim, 2017) there are things that make you satisfied at work and there are things that make you dissatisfied. These motivations include recognition, work performance, willingness, responsibility and contextual factors including policies implemented by the company such as administration, salary, supervision, work relations and conditions at work.

It can be concluded that work life balance is something that needs to be created in an individual who works so that there is a balance between work and other roles he has, so that the focus in carrying out the work will be felt by the employees and the company, thus creating a sense of satisfaction at work. In addition, burnout can have a bad influence on job satisfaction because an individual who feels exhausted emotionally, physically and mentally it is very disturbing to an individual's feelings which causes the individual to not focus on carrying out his work so that the results of his work will not be optimal. and create a lack of satisfaction in an employee. There is a relationship between work life balance and burnout to achieve job satisfaction, it is very important for companies to be able to fully understand the needs of human resources in order to achieve job satisfaction that can provide benefits for the company.

According to a survey (Central Bureau of Statistics, 2020) the composition of the Indonesian population shows a decline in the number of Baby Boomers and Generation X, which means that the majority of the population in Indonesia is dominated by Generation Y born in 1981- 1996 and Generation Z born in 1997-2012. Some of the two generations fall into the productive age category which can provide extraordinary opportunities in accelerating economic growth in Indonesia. The reason the author chooses generation Y as the research subject is because when viewed from the age of generation Y works more than generation Z because, according to the Manpower Act, the minimum age allowed is not less than 18 years, and there is an important condition when generation Y grows up, namely technological developments. that enter in daily life so that Generation Y is famous for its internet-addicted characters from that Generation Y is less socially direct, confident, lacks time to carry out sports, is more transparent and is more tolerant of change (Cahyadi & Prastyani, 2020). In addition, other characteristics that stand out in Generation Y are having high self-esteem, self-centeredness and also a sense of. According to Dipo, 2016 in (Adi & Indrawati, 2019) that the characteristic of generation Y compared to other generations is that generation Y tends to resign from their work, this certainly causes losses for the company.

Economic growth is an effort to increase the level of production to be able to achieve an increase in output measured by gross domestic product or by gross regional product in certain areas (Hasan et al., 2021) Economic growth in Lampung Province in the fourth quarter of 2021 increased by 5.15% (yoy) and accelerated compared to the previous quarter which increased 3.00% (yoy). In this achievement, Lampung Province placed fifth in Sumatra because of its economic growth (KWP BI Lampung Province, 2021). In the economy of every country, human resources are the key to improving the economy. The economy of a country is good, then the human resources owned by the country are good and of good quality, the income level of the country will increase due to the increased production level, meaning that the maximum performance produced by human resources is quoted from (Kompas.com, 2021).

In this case, companies in Indonesia, especially in Bandar Lampung, are expected to be able to understand the right Talent Engagement process and the right strategy to attract talent from Generation Y and be able to manage these human resources to be able to provide a sense of satisfaction at work, of course this is needed by the company, in order to create maximum work results.

Based on the explanation of the background above, the researchers are interested in conducting a study entitled "The Effect of Work Life Balance and Burnout on Job Satisfaction of Generation Y Employees in Bandar Lampung".

LITERATURE REVIEW

Work Life Balance

Work Life Balance is an individual's life balance between work life and personal life to be able to fulfill work responsibilities, family responsibilities and responsibilities in other activities (such as social activities). This creates a sense of satisfaction between the two.

Several definitions according to define Work Life Balance as a person's ability to be able to balance between personal and family interests with work responsibilities. According to interpreting work life balance is as a fulfillment of expectations to be able to balance roles that can be divided between individual roles and partner roles. According to (Ganapathi, 2016) work life balance is a form of resource care for parents, children, sleep, welfare, relocation of employees. Work Life Balance in the view of workers is a choice of work obligations that are managed with family and personal responsibilities. Different again from the company's view, this definition is a challenge to form a culture as a supporter of the company. Where workers can focus on the work they do. Based on some of the definitions above, it can be concluded that Work Life Balance is a demand for responsibility that must be met by an individual between the responsibilities in his work and the responsibilities of his personal life. This is something that must be fulfilled in order to create a sense of satisfaction in yourself with the aim of being able to carry out all activities with focus and maximum. There are dimensions in Work Life Balance according to McDonald & Bradley, 2013 in (Ganapathi, 2016) namely time balance, engagement balance, and satisfaction balance.

Burnout

The theory related to burnout was first put forward by Herbert Freudenberger a clinical psychologist in 1974 where he used the word burnout which means the condition of extreme fatigue and anxiety experienced by patients he treats at a free clinic in New York (Pangemanan et al., 2011).

Burnout is a state of mental depression due to obstructed achievements resulting in changes in attitudes and behavior that make an individual withdraw from his job due to the perceived psychological state, an individual tends to keep his distance from his co-workers and becomes cynical in all situations. (Junaidin et al., 2019), Meanwhile, according to Maslach and Leiter in (Pangemanan et al., 2011) Burnout is an unpleasant emotional reaction that occurs in the work environment when an individual experiences stress in the long term. According to Pines in (Santika & Sudibia, 2017) burnout is a person's emotional condition in which an individual feels boredom and physical exhaustion due to increased work demands.

From some of the definitions above, it can be concluded that burnout is physical, emotional and mental fatigue that occurs due to prolonged stress at work in conditions like this that require an individual to involve high emotional and

mental strength. The indicators of burnout according to Maslach and Leiter in (Pangemanan et al., 2011) are fatigue, cynicism, and ineffectiveness.

Satisfaction Work

Job satisfaction can be defined as a measure of the desires and expectations of an individual employee (Pangemanan et al., 2011). Job satisfaction is also defined as a significant influence that comes from membership in the company. Job satisfaction is also considered a major determinant in the work environment. From the several definitions of job satisfaction, it can be concluded that job satisfaction is an individual thing, because each individual must have a different level of satisfaction. This is because there is a difference from each individual. An individual will feel comfortable and create a high sense of loyalty to the company if the individual feels he has satisfaction in the work that is desired. Job satisfaction can also be considered as an emotional attitude that makes you feel comfortable and likes your job. This attitude is shown through discipline, work morale and work performance. Job satisfaction is felt in the work done, an individual will always feel happy in carrying out any given task related to his work. The dimensions of job satisfaction according to Cellucci & De Vries in (Ridwan, 2021) are satisfaction from the work carried out, satisfaction with salaries obtained, satisfaction from superior attitudes, satisfaction from coworkers, and satisfaction with career and promotion perspectives.

RESEARCH HYPOTHESIS

Work Life Balance is an attempt to balance several roles that are carried out (Junaidin et al., 2019), The role of Work Life Balance for employees has a positive effect on job satisfaction because, if Work Life Balance can be applied optimally in each individual employee, job satisfaction optimally will also be created. This is also supported by the results of research (Mas-Machuca et al., 2016) which explains that work life balance for employees positively affects organizational pride, and finally, has an effect on job satisfaction. The same thing is also explained by (Soomro et al., n.d.) that work life laziness and work family conflict have a positive effect on employee performance, and job satisfaction has a moderate effect. In addition (Junaidin et al., 2019) explains the effect of work life balance mediation on the relationship between job satisfaction and employee work benefits. Then according to research (Rene & Wahyuni, 2018) explaining the results of the study, namely that work life balance has a significant and significant effect on employee job satisfaction. And according to (Junaidin et al., 2019) simultaneously work life balance has an influence on employee job satisfaction. Therefore, work life balance has a positive effect on job satisfaction because, if an individual feels there is a balance between several roles, job satisfaction will be created in his work so that, in carrying out several roles in his life, an individual will carry it out well. So, the following hypothesis is formed:

H : Work Life Balance has a positive and significant effect on job satisfaction of Generation Y employees in Bandar Lampung

Burnout According to Pines in (Pangemanan et al., 2011) burnout is a person's emotional condition in which an individual feels boredom and physical exhaustion due to increased work demands. This is supported by the results of research (Junaidin et al., 2019) Burnout has a negative and significant effect on employee job satisfaction. The same thing is explained by (Wayan et al., 2015) that the variable emotional exhaustion or burnout has an effect on employee job satisfaction. From research (Kim, 2017) the results of his research show that the three burnout subscales mediate the relationship between work and job satisfaction. From the results of the study (Neumann et al., 2018) explaining the results, namely the variables that contribute to burnout vary according to discipline but, moral pressure is a significant contributing factor, this is related to organizational pride, and is related to job satisfaction. And there are research results from (Santika & Sudibia, 2017) that emotional exhaustion has a meaningful and significant effect on employee job satisfaction. From some of the results of these studies, it can be said that burnout has a negative effect on employee job satisfaction because an individual who feels burnout will feel unfocused on what is being carried out so that it can cause dissatisfaction with his work because he gets less than optimal results. Then the hypothesis is formed as follows:

H : Burnout has a negative and significant effect on job satisfaction of Generation Y employees in Bandar Lampung City

Creating a work life balance and avoiding burnout in an individual is important, it is well known that work life balance is a complement of expectations related to roles that are negotiated and shared between an individual and partners who are connected through their roles in the family and work domains. (Handayani, 201) while burnout is an emotional and mental exhaustion due to a situation that demands involvement and discomfort, combined with an individual's very high expectations with the aim of achieving good performance (Leats & Stolar). This is supported by the results of research (Pangemanan et al., 2011) that work life balance has a positive and significant effect on employee job satisfaction and burnout has an impact on employee job satisfaction. The same thing is also explained from the results of research (Junaidin et al., 2019) Work life balance has a positive and significant effect on employee job satisfaction. Burnout has a negative and significant effect on employee job satisfaction. From some of these research results, it can be said that work life balance and burnout have an influence on job satisfaction. Then the hypothesis is formed as follows:

H : Work Life Balance and Burnout have a significant effect on job satisfaction of Generation Y employees in Bandar Lampung

FRAMEWORK

Based on the explanation of the hypothesis above, the following is a picture of the frame of mind in this study:

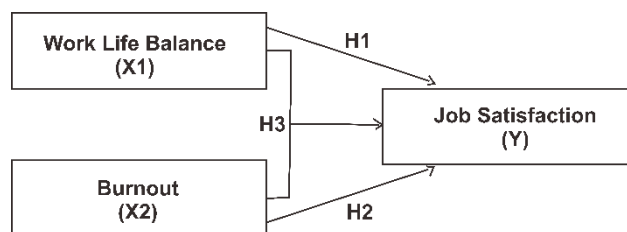


Figure 1. Framework
Source: processed by researchers

RESEARCH METHODS

Population and Sample

The population is the sum of all elements to be studied, these elements have the same characteristics, can be individuals from groups, events or something to be studied (Handayani , 2013). In this study, the population is all Generation Y employees (26-41 years) in Bandar Lampung. According to (BPS Bandar Lampung, 2022) the population according to the age group between 26-41 years is ± 306,500 people.

The sample is part of the population to be studied. According to (Sugiyono , 2019:127), the sample is part of the total and characteristics that already exist in the population. So that the sample is part of the population that has been determined. In this study the sample to be used using purposive sampling in this method is limited only to samples that have a certain type and people who want to provide the information needed in this study (Malik et al., 2014). (Hair et al., 2014) explains that if the sample size is 100 or more, it can be calculated with the measured item multiplied by 5 or 10. So the number of measured items in this study is 28 times 5, so this study requires a minimum of 140 respondents.

Data collection technique

In this study using data collection techniques, namely primary data, primary data is data that comes from the first or original source. In this study, the primary data obtained came from the distribution of questionnaires distributed to Generation Y employees in Bandar Lampung. The research instrument used in this study is the Likert scale.

Analysis Method

Validity test

To prove the extent to which an element can measure something to be measured in the study, a validity test is needed. Validity test is used in question items in order to know that the question can measure the object to be studied. the following are the conditions:

- If $r \text{ count} > r \text{ table}$ then the question is valid
- If $r \text{ count} < r \text{ table}$ then the question is not valid

Then, the validity test was carried out by comparing the total score with an alpha of 5% or 0.05. If the significant value is greater than alpha, then the question item is said to be valid.

Reliability Test

Reliability aims to be able to find out how the results of the measurement remain consistent, if done 2 or more times on symptoms that have similarities using the same measuring instrument as well. The reliability test in this study was carried out using the One Shoot method, namely with one measurement only, using SPSS by looking at the results of the Cronbach Alpha statistical test. The higher the value generated by the Cronbach Alpha value, it means that the level of reliability of the question/statement is getting better. Very good reliability is reliability that has an interval of > 0.9 , while high reliability is reliability that has an interval between $0.7 - 0.9$, and moderate/moderate reliability is reliability that has an interval of $0.5 - 0.7$.

Multiple Linear Regression Analysis

This technique is used for the dependent variable and several independent variables. The purpose of using this method is to predict or predict the value of the dependent variable which is influenced by the independent variable. To be able to determine whether or not there is an effect of work life balance and burnout on job satisfaction, multiple linear regression analysis is used. Here is the formula :

$$Y = a + b_1X + b_2X + e$$

With the following information :

- Y namely Satisfaction Employee Work
- A namely Constant Value
- b₁, b₂ namely the regression coefficient of each independent variable
- X₁ namely Work Life Balance
- X₂ namely Burnout
- e namely Standard Error

Partial Test (T Test)

T test was conducted to show the extent to which the influence of one independent variable individually was able to explain the variation of the dependent variable. (Ghozali , 2016) explained that to test the effect of each independent variable used in this study, the t-test was partially used with a significant level of 5%. With the following conditions :

1. If the significant value is <0.05 and tcount > t table , it means that the effect is significant between the independent variables on the dependent variable.
2. If the significant value is > 0.05 and tcount > t table , it means that it does not have a significant effect between the independent variables on the dependent variable.

Simultaneous Test (F Test)

The F statistic test is a test to show how all independent variables when included in the regression model have an effect on the dependent variable together. To be able to take a decision the hypothesis is accepted or rejected using a significant level comparison of 0.05. If the probability F is greater than 0.05 then the regression cannot be used to predict the dependent variable using other words the independent variables together have no effect on the dependent variable (Ghozali , 2016). Here is the explanation:

1. If the significant value is < 0.05 and Fcount > F table so that the independent variable has an effect on the dependent variable
2. If the significant value is > 0.05 and Fcount < F table so that all independent variables have no effect on the dependent variable.

Coefficient of Determination Test (R²)

The coefficient of determination (R²) aims to determine how far the ability of the independent variables (Work Life Balance and Burnout) in explaining the various dependent variables (Job Satisfaction). The coefficient of determination is between 0 or 1. A value close to 1 means that the independent variable provides almost all the information needed to predict the dependent variable (Ghozali , 2016). Each additional variable has a large influence on the dependent variable. Therefore, the authors use the value (2) in this study. The value (2) ranges from 0 to 1. Close to 1 means the independent variable has a stronger ability to explain the dependent variable. Conversely, the closer to 0, it means that the ability of the independent variable to explain the variation of the dependent variable is weakened (Ghozali , 2016).

Operational Variables

1. **Dependent variable (Y):**
 - Job satisfaction
2. **Independent variable (X):**
 - Work Life Balance
 - Burnout

RESULTS AND DISCUSSION

Characteristics of Respondents

Information on the number of respondents by age can be seen in the following table :

Table 1. Character of Respondents by Age

Number	age	Frequency	Percentage
1	26-30 Years	79	56%
2	31-35 Years	47	34%
3	36-41 Years	14	10%
Total		140	100%

Source : Processed by researchers

By Gender

Information on the number of respondents by gender can be seen in the following table :

Table 2. Character of Respondents by Gender

Number	Gender	Frequency	Percentage
1	Male	56	40%
2	female	84	60%
Total		140	100%

Source : Processed by researchers

Based on Last Education

Information on the number of respondents based on the latest education can be seen in the following table :

Table 3. Characteristics of Respondents Based on Last Education

Number	Last Education	Frequency	Percentage
1	Junior High School	1	1%
2	Senior High School/vocational high School	68	49%
3	S1	67	48%
4	S2	4	3%
Total		140	100%

Source : Processed by researchers

By Job Group

Information on the number of respondents based on the latest education can be seen in the following table :

Table 4. Characteristics of Respondents Based on Occupational Groups

Number	Job Group	Frequency	Percentage
1	Enterpriser	104	74%
2	Government Employees	3	2%
3	Instructor	22	16%
4	Health Worker	6	4%
5	Other		
	State-owned enterprises	2	1%
	Employee	3	2%
Total		140	100%

Source : Processed by researchers

By Place of Work

Information on the number of respondents based on Place of Work can be seen in the following table :

Table 5. Characteristics of Respondents by Place of Work

Number	Workplace	Frequency	Percentage
1	Johannes Tax Consultant Office	1	1%
2	Restaurant Sambel Alu	1	1%
3	SDN 1 Campang Raya	1	1%
4	caffee	1	1%
5	JNT	1	1%
6	BPK RI Representative of Lampung Province	2	1%
7	Abdoel Moeloek Hospital	2	1%
8	Maybank Bank	7	5%

9	PMB	1	1%
10	PT Gita Omega Distrindo	10	7%
11	PT Parit Padang Global	8	6%
12	Indonesian Technocrat University	1	1%
13	PT. INDOMARCO PRISMATAMA	4	3%
14	Immanuel Hospital	4	3%
15	Sower Christian Education Board	5	4%
16	Indonesian Teknokrat University	5	4%
17	Kini Coffee	1	1%
18	SD N 2 Gedong Air	2	1%
19	BW	3	2%
20	PT Sungai Budi Group	2	1%
21	Top Bookstore Employees	1	1%
22	PT Kurnia Perkasa	3	2%
23	Chandra Departemen Store	14	10%
24	Bank Danamon	7	5%
25	Bank	1	1%
26	BRI	5	4%
27	Alfamart	6	4%
28	Dimsum Moresto	3	2%
29	PT Bukit Asam Tbk	2	1%
30	P&G	2	1%
31	Ananda's shop	4	3%
32	Wings	1	1%
33	Tunas Dwipa Matra	4	3%
34	Kenangan Coffee	4	3%
35	Mcd	5	4%
36	Ketje Kedaton Coffee	3	2%
37	SD IT Muhammadiyah	8	6%
38	Adiksi Coffee	3	2%
39	Laundry	2	1%
Total		140	100%

Source : Processed by researchers

Based on Working Period

Information amount respondent based on Working Time could seen in the table following :

Table 24. Characteristics Respondent Based on Working Period

No.	Working Time	Frequency	Percentage
1	< 1 Year	9	6%
2	12 years old	41	29%
3	3 - 4 Years	34	24%
4	> 5 Years	56	40%
Total		140	100%

Source : Processed by researchers

Validity Test

Following is validity test results in study this:

Table 25. Validity Test Results

Variable	Statement	r count	r table	Condition	Information
Work Life Balance	WLB 1	0.924	0.164	r count > r table	Valid
	WLB 2	0.934	0.164	r count > r table	Valid
	WLB 3	0.947	0.164	r count > r table	Valid

	WLB 4	0.944	0.164	r count > r table	Valid	
	WLB 5	0.950	0.164	r count > r table	Valid	
	WLB 6	0.946	0.164	r count > r table	Valid	
	WLB 7	0.952	0.164	r count > r table	Valid	
	WLB 8	0.950	0.164	r count > r table	Valid	
	WLB 9	0.937	0.164	r count > r table	Valid	
	WLB 10	0.949	0.164	r count > r table	Valid	
	WLB 11	0.959	0.164	r count > r table	Valid	
	WLB 12	0.960	0.164	r count > r table	Valid	
	Burnout	B 1	0.886	0.164	r count > r table	Valid
		B2	0.900	0.164	r count > r table	Valid
		B 3	0.885	0.164	r count > r table	Valid
B 4		0.912	0.164	r count > r table	Valid	
B 5		0.904	0.164	r count > r table	Valid	
B 6		0.898	0.164	r count > r table	Valid	
B 7		0.894	0.164	r count > r table	Valid	
B 8		0.867	0.164	r count > r table	Valid	
B 9		0.842	0.164	r count > r table	Valid	
B 10		0.839	0.164	r count > r table	Valid	
B 11		0.800	0.164	r count > r table	Valid	
Job satisfaction	KK 1	0.952	0.164	r count > r table	Valid	
	KK 2	0.937	0.164	r count > r table	Valid	
	KK 3	0.952	0.164	r count > r table	Valid	
	KK 4	0.931	0.164	r count > r table	Valid	
	KK 5	0.954	0.164	r count > r table	Valid	

Source : processed by researchers using SPSS, 2022

Based on Table 1. above show that from statement of each variable show that r count > r table by whole then , it means statement from questionnaire with independent variables *Work Life Balance* and *Burnout* as well as dependent variable that is Satisfaction Work said to be valid.

Reliability Test

Following is results from reliability test in study this :

Table 26. Reliability Test Results

Variable Study	Cronbach's Alpha	Critical Value	Information
Work Life Balance	0.989	0.6	Reliable
Burnout	0.968	0.6	Reliable
Satisfaction Work	0.970	0.6	Reliable

Source : Processed by researchers

Based on Table 8. above , shows that whole variable higher Cronbach Alpha value big from 0.60 of Thing the could seen that Work Life Balance variable , Cronbach's Alpha is 0.989, Burnout with Cronbach's Alpha is 0.968 , and Satisfaction Work with Cronbach's Alpha of 0.970 of third variable the show more Cronbach's Alpha results from 0.60 which means third variable the said Reliable .

Analysis Multiple Linear Regression

Following is results from analysis test multiple linear regression :

Table 27. Analysis Multiple Linear Regression

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,276	2,154		3,842	,000
Total_X1	,301	0,029	,699	10,543	,000
Total_X2	-,125	,032	-,258	-3.896	,000

Source : Processed by researchers

Constant value the show that if independent variables (Work Life Balance and Burnout) are assumed value is zero , then dependent variable (Satisfaction Work) is worth 8,276. Coefficient value Work Life Balance variable is 0.301 . That thing show that Work Life Balance variable has an effect positive and significant , which can interpreted that every increase 1% Work Life Balance variable then will make variable Satisfaction Employment rose by 0.301. Coefficient value Burnout variable is -0.125 . That thing show that Burnout variable has a negative and significant effect , which can be interpreted that Burnout variable has a negative and significant effect , which can be interpreted that every increase by 1% Burnout variable then will make variable Satisfaction Employment rose by -0.125.

Partial T Test (T Test)

Based on Table 9 above, test the hypothesis in study this carried out at the level of significant of 0.05 and the value of t table can calculated on the t-test table with use formula $df = nk$ or $df = 140-3 = 137$, so that get t table of 1,977. For could knowing how much big the influence of each variable independent by Partial to variable dependent following is the explanation :

1. H_1 = Hypothesis test variable Work Life Balance (X_1) against Satisfaction Work (Y) through results calculations that have been obtained that t count > t table ($10,543 > 1,977$) with level significant 0.05 that is ($0.000 < 0.05$). That thing it means Work Life Balance variable Partial take effect positive to Satisfaction Work Employee Generation Y in Bandar Lampung.
2. H_2 = Hypothesis test Burnout variable (X_2) to Satisfaction Work (Y) through results calculations that have been obtained that t count > t table ($-3.896 > 1,977$) with level significant 0.05 that is ($0.000 < 0.05$). That thing it means Burnout variable by Partial take effect negative to Satisfaction Work Employee Generation Y in Bandar Lampung.

Simultaneous Test (F Test)

Following is results from Test F or Simultaneous in study this :

Table 28. Simultaneous Test Results (F Test)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3676,919	2	1838,459	489.967	.000 ^b
Residual	514,053	137	3,752		
Total	4190.971	139			

Source : Processed by researchers

Based on Table 10. above explain that in Test F can conducted through comparison F value count with F table on value significant 0.05. The calculated F value in table 4.13 is 489.967 and F table with $df_1 = k-1$ ($df_1 = 3 - 1 = 2$), then degrees the numerator of 2 and $df_2 = n - k$ ($df_2 = 140 - 3 = 137$) then , degrees denominator which is 137, then f table his of 3.062 means , f count > f table namely $489,967 > 3,062$. Significant value $0.000 < 0.05$, then in the F test can concluded that hypothesis 3rd in _ study this that is Work Life Balance and Burnout variables together have influence significant to Satisfaction Work Employee Generation Y in Bandar Lampung City.

Coefficient Test Determination (R^2)

Coefficient test results determination (R^2) in study this is as following :

Table 29. Coefficient Test Results Determination (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.937 ^a	.877	.876	1,937

Source : Processed by researchers

Based on Table 11. above in coefficient determination (R^2) research this show number R^2 with value 0.877. This thing show that coefficient correlation that is strong could give almost whole information needed by the variable independent (work-life balance and burnout) for predict variable dependent (satisfaction work).

CONCLUSION

Based on the data obtained from the analysis test results that have been carried out, conclusions can be drawn including:

1. Work Life Balance has a positive and significant effect on Job Satisfaction of Generation Y Employees in Bandar Lampung.
2. Burnout has a negative and significant effect on Job Satisfaction of Generation Y employees in Bandar Lampung.
3. Work Life Balance and Burnout have a significant effect on Job Satisfaction of Generation Y Employees in Bandar Lampung.

SUGGESTION

Based on from results research that has been done , then the suggestions that can be given including :

1. In accordance with conclusion first that is there is influence positive and significant Work Life Balance on Satisfaction Work, then , advice that can be given is Employee Work Life Balance Generation Y needs upgraded again. Creation of Work Life Balance in the world of work can created with method company need create flexible working hours , and to a employee, be a capable employees arrange time with as good as possible to be able Becomes good in Thing balance .
2. In accordance with conclusion second that is there is influence negative and significant Burnout on Satisfaction Work Employee Generation Y in Bandar Lampung, so what advice can you give writer give namely Burnout on Employees Generation Y needs avoided, with method company need give attention to employees , with provide a fun program in work , and need existence definition from every boss at a company, so as not to give hard work with short time thing the will avoid working employees from occurrence of burnout.

LIMITATIONS OF PROBLEMS

In study this researcher has doing study this with as much as possible maybe , however researcher realize that inside __= study this no free from limitations among them namely :

1. Influencing factors satisfaction work in study this only use work life balance and burnout variables , researcher realize that still many variable or other factors that can influence satisfaction work .
2. Instruments used in study this only use questionnaire so that conclusions drawn only based on data collected through questionnaire
3. This research is located in Bandar Lampung, so the results of the study are only at the boundary of that location, cannot be applied elsewhere.

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