

## ABSTRAK

*Job satisfaction constitutes a critical determinant of workforce well-being and productivity, particularly for employed women who navigate the challenges inherent in fulfilling dual-role responsibilities. Grounded in the Conservation of Resources (COR) Theory, family support emerges as a pivotal resource capable of safeguarding individuals against resource depletion and facilitating the achievement of equilibrium across life domains. The present investigation endeavors to scrutinize the impact of familial support on job satisfaction through an examination of the mediating function performed by work-life balance.*

*This investigation adopts a quantitative methodological framework, with employed mothers residing in Semarang City comprising the study population. Data acquisition was accomplished through the administration of a structured questionnaire instrument, whereas data examination was conducted employing Partial Least Squares Structural Equation Modeling (PLS-SEM) facilitated by SmartPLS computational software.*

*The empirical findings demonstrate that: family support exerts a positive and significant influence on job satisfaction, family support exerts a positive and significant influence on work-life balance, work-life balance exerts a positive and significant influence on job satisfaction, work-life balance partially mediates the relationship between family support and job satisfaction. These outcomes substantiate the fundamental propositions of COR Theory by illustrating that familial support operates as a resource that generates effects not merely directly but also indirectly through the enhancement of role equilibrium. This study contributes theoretically to the comprehension of psychosocial mechanisms operative within the female labor force, while simultaneously offering practical implications for the formulation of organizational policies that adequately address familial requirements.*

***Keywords: family support, job satisfaction, work-life balance, working mothers.***