

ABSTRAK

Work-Life Balance merupakan faktor penting yang berpotensi untuk menjaga pertumbuhan perusahaan yang berkelanjutan. Penelitian ini untuk menguji secara terpadu hubungan antara Balance terhadap kinerja karyawan PT Catur Mulia Mandiri. Penelitian ini menggunakan metode kuantitatif dengan sampel 71 karyawan repacking, data dianalisa dengan analisis regresi linier berganda. 4 variabel Work-Life Balance yaitu Work Interference With Personal Life, Personal Life Interference With Work, Work Enhancement Of Personal Life Dan Personal Life Enhancement Of Work secara simultan mempengaruhi terbentuknya kinerja karyawan PT Catur Mulia Mandiri. Hal ini ditunjukkan dari model regresi simultannya adalah 0,928 ini menunjukkan terdapat korelasi positif yang kuat antara Work-Life Balance (dengan 4 variabelnya) terhadap kinerjakaryawan. Nilai koefisien determinasi diperoleh sebesar 0,851.

Kata Kunci: Work-Life Balance, Kinerja Karyawan

ABSTRACT

Work-Life Balance is an important factor that has the potential to maintain sustainable company growth. This research is to examine in an integrated manner the relationship between Balance and the performance of PT Catur Mulia Mandiri employees. This research uses quantitative methods with a sample of 71 repacking employees, data analyzed using multiple linear regression analysis. 4 Work-Life Balance variables, namely Work Interference With Personal Life, Personal Life Interference With Work, Work Enhancement Of Personal Life and Personal Life Enhancement Of Work simultaneously influence the formation of employee performance at PT Catur Mulia Mandiri. This is shown in the simultaneous regression model which is 0.928, indicating that there is a strong positive correlation between Work-Life Balance (with its 4 variables) and employee performance. The coefficient of determination value obtained was 0.851. This shows that the influence of four Work-Life Balance variables simultaneously influencing employee performance is 85.1%, while the remaining 14.9% is explained by other factors which are not discussed further in this research.

Keyword: Work-Life Balance, Employee Performance