

ABSTRACT

This study was aimed to analyze how human capital, work engagement, and work-life balance affect work productivity as mediated by work discipline. This study used a quantitative method on 178 respondents from PT Widodo Unggas employees. Data analysis using the SEM-PLS technique with a path analysis approach and the correlation test. According to the findings of this study, human capital and work-life balance have an impact on employee work discipline, while work engagement has no impact on work discipline. Productivity is affected by human capital, work engagement, and work-life balance. This research also confirmed that work discipline also has an impact on productivity.

Keyword : *Human capital, Work engagement, Work-life balance, Work-discipline, Productivity.*



ABSTRAK

Penelitian ini bertujuan untuk menganalisis bagaimana human capital, work engagement, dan work-life balance mempengaruhi produktivitas kerja yang dimediasi oleh disiplin kerja. Penelitian ini menggunakan metode kuantitatif terhadap 178 responden karyawan PT Widodo Ungas. Analisis data menggunakan teknik SEM-PLS dengan pendekatan analisis jalur dan uji korelasi. Berdasarkan temuan penelitian ini, human capital dan work-life balance berpengaruh terhadap disiplin kerja karyawan, sedangkan work engagement tidak berpengaruh terhadap disiplin kerja. Produktivitas dipengaruhi oleh modal manusia, keterlibatan kerja, dan keseimbangan kehidupan kerja. Penelitian ini juga menegaskan bahwa disiplin kerja juga berdampak pada produktivitas.

Kata Kunci : Human Capital, Work Engagement, Work Life Balance, Disiplin Kerja, Produktifitas

