

ABSTRACT

This study aims to examine how the effect of work-life balance and compensation through the work environment as intervening variables on employee performance at Bank BT. The method used is quantitative descriptive research with a sample of 100 respondents. Data analysis using Structural Equation Model (SEM) with SmartPLS (Partial Least Square) 3.2.9. The results showed that (1) work-life balance has a positive and significant effect on the work environment, (2) compensation has a positive and significant effect on the work environment, (3) work-life balance has a positive and significant effect on employee performance, (4) compensation affects employee performance positively but not significantly, (5) work environment has a positive effect on employee performance, (6) employee performance positively and significantly influenced by work-life balance through the work environment, (7) employee performance is positively and significantly influenced by compensation through the work environment.

Keywords: *work-life balance, work environment, compensation, employee performance*



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ABSTRAK

Tujuan penelitian ini adalah untuk mengkaji bagaimana pengaruh *work-life balance* dan kompensasi melalui lingkungan kerja sebagai variabel intervening terhadap kinerja karyawan di Bank BT. Metode yang digunakan adalah penelitian deskriptif kuantitatif dengan sampel sebanyak 100 responden. Analisis data menggunakan *Structural Equation Model* (SEM) dengan SmartPLS (*Partial Least Square*) 3.2.9. Hasil penelitian menunjukkan bahwa (1) *work-life balance* berpengaruh positif dan signifikan terhadap lingkungan kerja, (2) kompensasi berpengaruh positif dan signifikan terhadap lingkungan kerja, (3) *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan, (4) kompensasi mempengaruhi kinerja karyawan secara positif namun tidak signifikan, (5) lingkungan kerja berpengaruh positif terhadap kinerja karyawan, (6) kinerja karyawan dipengaruhi secara positif dan signifikan oleh *work-life balance* melalui lingkungan kerja, (7) kinerja karyawan dipengaruhi secara positif dan signifikan oleh kompensasi melalui lingkungan kerja.

Kata Kunci: *work-life balance*, lingkungan kerja, kompensasi, kinerja karyawan

