

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work life-balance*, motivasi kerja dan beban kerja terhadap kinerja karyawan (studi pada PT.Indonesia Epson Industry). Penelitian ini dilakukan terhadap 151 responden dengan menggunakan pendekatan kausal kuantitatif. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Berdasarkan hasil analisa pada penelitian ini diperoleh bahwa *Work-Life Balance* memiliki hubungan yang positif dan signifikan terhadap Kinerja Karyawan, Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan di perusahaan, dan Beban Kerja memiliki hubungan negatif dan signifikan terhadap Kinerja Karyawan.

Kata kunci : *work life-balance*, motivasi kerja, beban kerja, kinerja karyawan



ABSTRACT

This study aims to determine the effect of work life-balance, work motivation and workload on employee performance (studies at PT. Indonesia Epson Industry). This research was conducted on 151 respondents using a quantitative causal approach. The approach used in this study is the Structural Equation Model (SEM) with the Smart-PLS analysis tool. Based on the results of the analysis in this study, it was found that Work-Life Balance has a positive and significant relationship to Employee Performance, Work Motivation has a positive and significant effect on Employee Performance in the company, and Workload has a negative and significant relationship to Employee Performance.

Keywords: work life-balance, work motivation, workload, employee performance

