

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *work-life balance* terhadap kinerja karyawan yang dimediasi oleh komitmen organisasi pada PT Enigma Saintia Solusindo. Penelitian ini menggunakan metode kuantitatif. Pengumpulan data variabel penelitian dilakukan dengan menyebarkan kuesioner kepada sebanyak 95 responden dengan menggunakan metode sampel jenuh. Metode analisis data yang digunakan adalah *Component* atau *Variance Based Structural Equation Model* dimana dalam pengolahan datanya menggunakan program *Partial Least Square (Smart-PLS) versi 3.0*. Hasil penelitian menemukan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Pengembangan Karir berpengaruh positif pada kinerja karyawan.

Kata Kunci : *Work life Balance, Komitmen Organisasi dan Pengembangan Karir*



ABSTRACT

The purpose of this research is to determine and analyzed the influence of work-life balance on employee performance which is mediated by organizational commitment at PT Enigma Saintia Solusindo. This research uses quantitative methods. The research variable data collection was carried out by distributing questionnaires to as many as 95 respondents using the saturated sample method. The data analysis method used is Component or Variance Based Structural Equation Model where the data processing uses the Partial Least Square (Smart-PLS) program version 3.0 PLS. The research results found that work-life balance had a positive and significant effect on employee performance, organizational commitment had a positive and significant effect on employee performance. Organizational commitment has a positive and significant effect on employee performance. Career Development has a positive effect on employee performance

Keyword : Work life Balance, Organizational Commitment and Career development

