ASBTRAK

Penelitian ini bertujuan untuk mengetauhi dan menganalisis pengaruh *Worklife Balance*, Motivasi Kerja dan Pelatihan Kerja terhadap Kinerja Karyawan PT. Tirta Varia Intipratama Jakarta Utara. Dalam penelitian ini populasi karyawan tetap divisi warehouse pada PT. Tirta Varia Intipratama sebanyak 150 responden yang telah bekerja minimal 2 Tahun di perusahaan. Adapun sampel menggunakan teknik sampling jenuh sehingga diperoleh 150 responden. Metode pengumpulan data dengan menggunakan pendekatan deskriptif kuantitatif. Data yang didapatkan berdasarkan hasil dari penyebaran kuesioner menggunakan google form. Metode analisis data menggunakan penelitian *Component* atau *Variance Based Structural Equation* Model dimana dalam pengolahan data menggunakan program *Partial Least Square* (Smart-PLS) versi 3.3.2 PLS. Hasil analisis menunjukkan bahwa variable worklife balance berpengaruh positif signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan, dan pelatihan kerja berpengaruh positif signifikan terhadap kinerja karyawan pada PT. Tirta Varia Inti Pratama.

Kata Kunci: *Worklife Balance*, Motivasi Kerja, Pelatihan Kerja, Kinerja Karyawan

ABSTRACT

   This research aims to find out and analyze the influence of Worklife Balance, Work Motivation and Job Training on the Performance of PT Employees. Tirta Varia Intipratama, North Jakarta. In this research, the population of permanent employees in the warehouse division at PT. Tirta Varia Intipratama consisted of 150 respondents who had worked at least 2 years at the company. The sample used a saturated sampling technique so that 150 respondents were obtained. The data collection method uses a quantitative descriptive approach. The data obtained was based on the results of distributing questionnaires using Google Form. The data analysis method uses Component or Variance Based Structural Equation Model research where data processing uses the Partial Least Square (Smart-PLS) version 3.3.2 PLS program. The results of the analysis show that the worklife balance variable has a significant positive effect on employee performance, work motivation has a significant positive effect on employee performance, and job training has a significant positive effect on employee performance at PT. Tirta Varia Inti Pratama.

***Keywords: Worklife Balance, Work Motivation, Job Training,* Employee Performance**