

ABSTRAK

PENGARUH WORK LIFE BALANCE, LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN PT ADIRA FINANCE TBK (Studi pada Karyawan Sentra Operation Jawa Barat)

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh simultan antara *work life balance*, lingkungan kerja, motivasi terhadap kinerja karyawan, 2) pengaruh *work life balance* terhadap kinerja karyawan, 3) pengaruh lingkungan kerja terhadap kinerja karyawan, 4) pengaruh motivasi terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan PT Adira Finance Tbk yang bekerja di Sentra Operation Jawa Barat. Teknik pengambilan sampel dalam penelitian ini menggunakan metode sensus, yaitu metode pengumpulan data dengan melibatkan seluruh anggota populasi sebagai responden tanpa melakukan proses seleksi sampel. Penelitian ini menggunakan 80 responden sebagai sampel yang datanya diperoleh melalui penyebaran kuisioner *online* dalam bentuk *Google Form*. Teknik analisis data menggunakan analisis regresi berganda dengan bantuan *Statistical Package for the Social Sciences* (SPSS) versi 26. Hasil penelitian menunjukkan bahwa: 1) *work life balance*, lingkungan kerja, motivasi secara langsung berpengaruh terhadap kinerja karyawan, 2) *work life balance* secara langsung berpengaruh terhadap kinerja karyawan, 3) lingkungan kerja secara langsung berpengaruh terhadap kinerja karyawan, 4) motivasi secara langsung berpengaruh terhadap kinerja karyawan.

Kata Kunci: *Work Life Balance*, Lingkungan Kerja, Motivasi, Kinerja Karyawan

ABSTRACT

**THE INFLUENCE OF WORK-LIFE BALANCE, WORK
ENVIRONMENT, AND MOTIVATION ON EMPLOYEE
PERFORMANCE AT PT ADIRA FINANCE TBK
(Study on Employees of the West Java Operations Center)**

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This study aims to examine: 1) the simultaneous influence of work life balance, work environment, motivation on employee performance, 2) the influence of work life balance on employee performance, 3) the influence of work environment on employee performance, 4) the influence of motivation on employee performance. The population in this study were employees of PT Adira Finance Tbk who work at the West Java Operation Center. The sampling technique used in this study is the census method, which involves collecting data from the entire population by including all members as respondents without conducting any sample selection process. This study used 80 respondents as samples whose data were obtained through the distribution of online questionnaires in the form of Google Form. The data analysis technique used is multiple regression analysis with the help of the Statistical Package for the Social Sciences (SPSS) version 26. The results of the study show that: 1) work life balance, work environment, motivation directly affect employee performance, 2) work life balance directly affects employee performance, 3) work environment directly affects employee performance, 4) motivation directly affects employee performance.

Keywords: Work-Life Balance, Work Environment, Motivation, Employee

