

ABSTRAK

**PENGARUH MOTIVASI KERJA, LINGKUNGAN KERJA,
DAN WORK-LIFE BALANCE TERHADAP KINERJA
KARYAWAN COFFEE SHOP DI KECAMATAN
PURWOKERTO TIMUR**

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh motivasi kerja, lingkungan kerja, dan *work-life balance* secara simultan terhadap kinerja karyawan *coffee shop* di Kecamatan Purwokerto Timur, (2) pengaruh motivasi kerja terhadap kinerja karyawan *coffee shop* di Kecamatan Purwokerto Timur, (3) pengaruh lingkungan kerja terhadap kinerja karyawan *coffee shop* di Kecamatan Purwokerto Timur, dan (4) pengaruh *work-life balance* terhadap kinerja karyawan *coffee shop* di Kecamatan Purwokerto Timur. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Data diperoleh melalui penyebaran kuesioner dengan menggunakan *google form* kepada 50 responden. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis deskriptif, uji asumsi klasik, dan analisis regresi linear berganda dengan menggunakan program IBM Statistics 26. Hasil penelitian menunjukkan bahwa: (1) motivasi kerja, lingkungan kerja, dan *work-life balance* secara simultan berpengaruh terhadap kinerja karyawan, (2) motivasi kerja berpengaruh terhadap kinerja karyawan, (3) lingkungan kerja berpengaruh terhadap kinerja karyawan, dan (4) *work-life balance* berpengaruh terhadap kinerja karyawan.

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

ABSTRACT

**THE INFLUENCE OF WORK MOTIVATION, WORK ENVIRONMENT,
AND WORK-LIFE BALANCE ON THE PERFORMANCE OF
EMPLOYEES AT COFFEE SHOPS IN
EAST PURWOKERTO DISTRICT**

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This research aims to determine: (1) the simultaneous effect of work motivation, work environment, and work-life balance on the performance of coffee shop employees in East Purwokerto District, (2) the effect of work motivation on the performance of coffee shop employees in East Purwokerto District, (3) the effect of the work environment on the performance of coffee shop employees in East Purwokerto District, and (4) the effect of work-life balance on the performance of coffee shop employees in East Purwokerto District. The sampling technique used is saturated sampling. Data were obtained by distributing a questionnaire via Google Forms to 50 respondents. The data analysis techniques employed in this research include descriptive analysis, classical assumption testing, and multiple linear regression analysis using IBM Statistics 26. The research results indicate that: (1) work motivation, work environment, and work-life balance simultaneously influence employee performance, (2) work motivation affects employee performance, (3) the work environment affects employee performance, and (4) work-life balance affects employee performance.

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