

**PENGARUH WORK LIFE BALANCE, CAREER DEVELOPMENT, DAN
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN
PADA HOTEL ASTON MADIUN**
Abstrak

**PENGARUH WORK LIFE BALANCE, CAREER DEVELOPMENT, DAN
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Penelitian ini bertujuan untuk menganalisis (1) Pengaruh *work life balance*, *career development*, dan lingkungan kerja terhadap kinerja karyawan di Hotel Aston Madiun, (2) Pengaruh *work life balance* terhadap kinerja karyawan di Hotel Aston Madiun, (3) Pengaruh *career development* terhadap kinerja karyawan di Hotel Aston Madiun, (4) Pengaruh lingkungan kerja terhadap kinerja karyawan di Hotel Aston Madiun. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *non probability sampling* dengan metode *purposive sampling*. Data diperoleh dengan menggunakan kuesioner yang dibagikan secara *online* kepada 66 responden. Sampel dalam penelitian ini adalah karyawan Hotel Aston Madiun yang telah bekerja minimal 1 tahun. Teknik analisis data menggunakan IBM SPSS Statistics 25. Hasil yang diperoleh menunjukkan bahwa: (1) *Work life balance*, *career development*, dan lingkungan kerja berpengaruh terhadap kinerja karyawan (2) *Work life balance* berpengaruh terhadap kinerja karyawan, (3) *Career development* berpengaruh terhadap kinerja karyawan, (4) Lingkungan kerja berpengaruh terhadap kinerja karyawan.

Kata Kunci : *Work Life Balance*, *Career Development*, Lingkungan Kerja, Kinerja Karyawan.

Abstract

**THE INFLUENCE OF WORK LIFE BALANCE, CAREER DEVELOPMENT, AND
WORK ENVIRONMENT ON EMPLOYEES' PERFORMANCE AT ASTON MADIUN
HOTEL**

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This study aims to determine (1) The influence of work life balance, career development, and work environment on employees' performance at Aston Madiun Hotel, (2) The effect of work life balance on employees' performance at Aston Madiun Hotel, (3) The influence of career development on employees' performance at Aston Madiun Hotel. 4) The influence of the work environment on employees' performance at Aston Madiun Hotel. The sampling technique used in this study is non-probability sampling with purposive sampling method. The data were obtained using online distributed questionnaire to 66 respondents. The sample in this study is employees of the Aston Madiun Hotel who have worked for at least 1 year. Data analysis technique use IBM SPSS Statistics 25. The results obtained showed that: (1) Work life balance, career development, and work environment affect employees' performance (2) Work life balance affects employees' performance, (3) Career development affects employees' performance, (4) Work environment affects employees' performance.

Keywords : *Work Life Balance, Career Development, Work Environment, Employee Performance*