

ABSTRAK

PENGARUH WORK-LIFE BALANCE, LINGKUNGAN KERJA, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN

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Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance*, lingkungan kerja dan kompensasi terhadap kinerja karyawan Departemen Plant PT Ksatria Mitra Kontraktor (KMKI) Maluku Utara, baik secara simultan maupun parsial. Jenis penelitian yang digunakan adalah penelitian kausal dengan pendekatan kuantitatif. Populasi dan sampel penelitian ini adalah seluruh karyawan Departemen Plant yang berjumlah 72 orang, dengan teknik pengambilan sampel jenuh. Data dikumpulkan melalui kuesioner berskala likert dan dianalisis menggunakan uji asumsi klasik, analisis regresi linear berganda, uji F, uji t, dan uji koefisien determinasi dengan bantuan program SPSS 21. Hasil penelitian menunjukkan bahwa *work-life balance*, lingkungan kerja, dan kompensasi secara simultan berpengaruh signifikan terhadap kinerja karyawan, dengan nilai Fhitung sebesar 15,962 dan signifikansi 0,000. Secara parsial, *work-life balance* tidak berpengaruh signifikan terhadap kinerja karyawan (sig. 0,241), sedangkan lingkungan kerja (sig. 0,002) dan kompensasi (sig. 0,026) masing-masing berpengaruh positif dan signifikan terhadap kinerja karyawan. Nilai koefisien determinasi (Adjusted R Square) sebesar 38,7% menunjukkan bahwa ketiga variabel independen mampu menjelaskan variasi kinerja karyawan, sedangkan sisanya dijelaskan oleh faktor lain di luar model penelitian ini.

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

ABSTRACT

**THE EFFECT OF WORK-LIFE BALANCE, WORK ENVIRONMENT,
AND COMPENSATION ON EMPLOYEE PERFORMANCE**

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This research aims to determine the effect of work-life balance, work environment, and compensation on employee performance in the Plant Department of PT Ksatria Mitra Kontraktor Indonesia (KMKI) Maluku Utara, both simultaneously and partially. This study used a causal research type with a quantitative approach. The population and sample consisted of all 72 employees of the Plant Department, selected using a saturated sampling technique. Data were collected through a Likert-scale questionnaire and analyzed using classical assumption tests, multiple linear regression analysis, F test, t test, and coefficient of determination test with the assistance of SPSS 21 software. The results show that work-life balance, work environment, and compensation simultaneously have a significant effect on employee performance, with an Fcount value of 15.962 and a significance of 0.000. Partially, work-life balance has no significant effect on employee performance (sig 0.241), while work environment (sig. 0.002) and compensation (sig. 0.026) each have a positive and significant effect on employee performance. The coefficient of determination (Adjusted R Square) of 38.7% indicates that the three independent variables are able to explain the variation in employee performance, while the remainder is explained by other factors outside this research model.

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