

ABSTRAK

PENGARUH WORK-LIFE BALANCE, LEADERSHIP STYLE, DAN PSYCHOLOGICAL EMPOWERMENT TERHADAP KINERJA KARYAWAN MELALUI EMPLOYEE ENGAGEMENT SEBAGAI VARIABEL MEDIASI

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh langsung *work-life balance* terhadap kinerja karyawan, (2) pengaruh langsung *leadership style* terhadap kinerja karyawan, (3) pengaruh langsung *psychological empowerment* terhadap kinerja karyawan, (4) pengaruh *work-life balance* terhadap kinerja karyawan dengan dimediasi oleh *employee engagement*, (5) pengaruh *leadership style* terhadap kinerja karyawan dengan dimediasi oleh *employee engagement*, dan (6) pengaruh *psychological empowerment* terhadap kinerja karyawan dengan dimediasi oleh *employee engagement*. Penelitian ini dilakukan pada perusahaan (PT. Ivonesia Solusi Data) Jakarta dengan jumlah populasi sebanyak 100 responden yang merupakan seluruh karyawan aktif perusahaan. Teknik yang digunakan yaitu menggunakan metode *non-probability sampling* dengan *sampling jenuh*. Data diperoleh melalui penyebaran kuesioner secara *online* menggunakan *Google Form* dan dianalisis menggunakan metode *Partial Least Squares* (PLS) dengan bantuan aplikasi SmartPLS versi 4.0. Hasil penelitian menunjukkan bahwa: (1) *work-life balance* tidak berpengaruh secara langsung terhadap kinerja karyawan, (2) *leadership style* tidak berpengaruh secara langsung terhadap kinerja karyawan, (3) *psychological empowerment* berpengaruh secara langsung terhadap kinerja karyawan, (4) *work-life balance* tidak berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *employee engagement* (*no-effect non mediation*), (5) *leadership style* tidak berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *employee engagement* (*no-effect non mediation*), dan (6) *psychological empowerment* tidak berpengaruh terhadap kinerja karyawan dengan dimediasi oleh *employee engagement* (*direct-only non mediation*).

Kata kunci: *work-life balance*, *leadership style*, *psychological empowerment*, *employee engagement*, kinerja karyawan .

ABSTRACT

**THE EFFECT OF WORK-LIFE BALANCE, LEADERSHIP STYLE, AND
PSYCHOLOGICAL EMPOWERMENT ON EMPLOYEE
PERFORMANCE THROUGH EMPLOYEE ENGAGEMENT
AS A MEDIATING VARIABLE**

Study at PT. Ivonesia Solusi Data Jakarta

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This study aims to determine: (1) the direct effect of work-life balance on employee performance, (2) the direct effect of leadership style on employee performance, (3) the direct effect of psychological empowerment on employee performance, (4) the effect of work-life balance on employee performance mediated by employee engagement, (5) the effect of leadership style on employee performance mediated by employee engagement, and (6) the effect psychological empowerment on employee performance mediated by employee engagement. This research was conducted at Ivosights (PT. Ivonesia Solusi Data) Jakarta with a total population of 100 respondents who are all active employees of the company. The sampling technique used non-probability sampling with a saturated sampling approach. Data were collected through an online questionnaire using Google Form and analyzed using the Partial Least Squares (PLS) method with the assistance of SmartPLS version 4.0. The results of this study indicate that: (1) work-life balance has no direct effect on employee performance, (2) leadership style has no direct effect on employee performance, (3) psychological empowerment has direct effect on employee performance, (4) work-life balance has no effect on employee performance mediated by employee engagement (no-effect non mediation), (5) leadership style has no effect on employee performance mediated by employee engagement (no-effect non mediation, and (6) psychological empowerment has no effect on employee performance mediated by employee engagement (direct-only non mediation).

Keywords: work-life balance, leadership style, psychological empowerment, employee engagement, employee performance.