

ABSTRAK

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KETERKAITAN *WORK LIFE BALANCE* DAN *COMPENSATION* TERHADAP *EMPLOYEE PERFORMANCE* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL INTERVENING UNTUK KARYAWAN MILENIAL PT XYZ

(xiii + 170 halaman: 12 gambar; 26 tabel; 12 lampiran)

Penelitian ini bertujuan untuk menganalisis keterkaitan *work life balance* dan *compensation* terhadap *employee performance* dengan *job satisfaction* sebagai *variabel intervening* pada karyawan generasi milenial di PT XYZ. Penyelesaian pekerjaan yang tidak dapat dicapai dengan target waktu yang ditentukan membuat *employee performance* pada karyawan milenial di PT XYZ dirasakan belum maksimal. Metode kuantitatif dan pengambilan data melalui kuesioner dengan *likert scale* digunakan dalam penelitian ini. Kriteria responden ialah karyawan tetap dan tidak tetap di PT XYZ termasuk gen milenial usia 23 - 45 tahun, dan masa kerja minimal 1 tahun. Teknik pengambilan data yaitu teknik *non probability sampling*. Total sampel berjumlah 109 responden. Teknik analisis data yang dipakai adalah *Structural Equation Modelling* dimana pengolahan data dengan *SmartPLS 3*. Hasil yang didapatkan pada penelitian ini 1) Ada pengaruh secara positif dan signifikan antara *work life balance* dan *employee performance*; 2) Ada pengaruh secara positif dan tidak signifikan antara *compensation* dan *employee performance*; 3) Ada pengaruh secara positif dan signifikan antara *work life balance* dan *job satisfaction*; 4) Ada pengaruh secara positif dan signifikan antara *compensation* dan *job satisfaction*; 5) Ada pengaruh secara positif dan signifikan antara *job satisfaction* dan *employee performance*; 6) Ada pengaruh secara positif dan signifikan antara *work life balance* dan *employee performance* yang dimediasi oleh *job satisfaction*; 7) Ada pengaruh secara positif dan signifikan antara *compensation* dan *employee performance* yang dimediasi oleh *job satisfaction*. Penelitian ini erat hubungannya dengan *employee performance* yang dapat dipertimbangkan bagi perusahaan dalam membuat *evaluation system performance* bagi karyawannya.

Kata kunci: *Employee performance, work life balance, compensation, job satisfaction*

ABSTRACT

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THE RELATIONSHIP OF WORK LIFE BALANCE AND COMPENSATION ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE FOR MILLENNIAL EMPLOYEES OF PT XYZ

(xiii + 170 pages; 12 images; 26 tables; 12 attachment)

This study aims to analyze the relationship between work life balance and compensation on employee performance with job satisfaction as an intervening variable for millennial generation employees at PT XYZ. Completion of work that cannot be achieved with the specified time target makes employee performance on millennial employees at PT XYZ feel not optimal. Quantitative methods and data collection through questionnaires with Likert scale were used in this study. Respondent criteria are permanent and non-permanent employees at PT XYZ including millennial genes aged 23 - 45 years, and a minimum work period of 1 year. The data collection technique is non probability sampling technique. The total sample amounted to 109 respondents. The data analysis technique used is Structural Equation Modeling where data processing with SmartPLS 3. The results obtained in this study 1) There is a positive and significant influence between work life balance and employee performance; 2) There is a positive and no significant influence between compensation and employee performance; 3) There is a positive and significant influence between work life balance and job satisfaction; 4) There is a positive and significant influence between compensation and job satisfaction; 5) There is a positive and significant influence between job satisfaction and employee performance; 6) There is a positive and significant influence between work life balance and employee performance mediated by job satisfaction; 7) There is a positive and significant influence between compensation and employee performance mediated by job satisfaction. This research is closely related to employee performance which can be considered for companies in making performance evaluation systems for their employees.

Keywords: Employee performance, work life balance, compensation, job satisfaction