

ABSTRAK

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PENGARUH *CAREER DEVELOPMENT*, *EMPLOYEE MOTIVATION*, *WORKLIFE BALANCE* TERHADAP *EMPLOYEE PERFORMANCE* YANG DIMEDIASI OLEH *EMPLOYEE ENGAGEMENT*

(xvi + 106 halaman; 19 tabel; 2 gambar; 3 lampiran)

Kinerja perusahaan sangat bergantung pada karyawan yang bekerja dalam perusahaan tersebut karena karyawan saat ini dianggap sebagai aset perusahaan. Penelitian ini bertujuan untuk menguji pengaruh dari *career development*, *employee motivation* dan *work life balance* terhadap *Employee performance* pada karyawan yang bekerja pada PT XYZ. Metode penelitian yang digunakan adalah kuantitatif dengan teknik analisa SEM-PLS. Penelitian ini dilakukan pada 160 karyawan dari total sebanyak 520 karyawan. Hasil pada penelitian ini menunjukkan bahwa seluruh hipotesis diterima yang artinya *career development*, *employee motivation*, *work life balance* dan *Employee engagement* memiliki pengaruh signifikan terhadap *Employee performance*. Selain itu *career development*, *employee motivation* dan *work life balance* juga berpengaruh signifikan terhadap *Employee performance*. Hasil pada penelitian ini memberikan saran agar PT XYZ dapat memperhatikan artinya *career development*, *employee motivation*, *work life balance* para karyawan agar kinerja dalam bekerja dapat ditingkatkan lebih baik.

Kata Kunci : *Career development*, *Employee motivation*, *Work Life Balance*, *Employee performance*, *Employee engagement*

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ABSTRACT

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THE EFFECT OF CAREER DEVELOPMENT, EMPLOYEE MOTIVATION, WORKLIFE BALANCE ON EMPLOYEE PERFORMANCE MEDIATED BY EMPLOYEE ENGAGEMENT

(xvi + 106 pages; 19 tables; 2 pictures; 3 appendices)

Company performance is highly dependent on employees working in the company because employees are currently considered company assets. This study examines the effect of Career Development, employee motivation, and work-life balance on Employee performance in employees working at PT XYZ. The research method used is quantitative, using SEM-PLS analysis techniques. This study was conducted on 160 employees from a total of 520 employees. The results of this study indicate that all hypotheses are accepted, which means that Career Development, employee motivation, work-life balance, and Employee engagement have a significant effect on Employee performance. In addition, Career Development, employee motivation, and work-life balance also have a significant effect on Employee performance. The results of this study provide suggestions that PT XYZ can pay attention to the meaning of career development, employee motivation, and work-life balance for employees to improve work performance.

Keywords: Career Development, Employee Motivation, Work-Life Balance, Employee performance, Employee engagement

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