

ABSTRAK

Fenomena pada PT Perkebunan Nusantara 1 Regional 5 Kebun Sumberjambe yaitu kinerja yang belum optimal dari kondisi tersebut maka dilakukan penelitian tentang peningkatan kinerja karyawan akibat pengaruh keseimbangan kehidupan kerja, kompensasi dan lingkungan kerja fisik di PTPN 1 Regional 5 Kebun Sumberjambe. Penelitian bertujuan untuk menganalisis pengaruh keseimbangan kehidupan kerja, kompensasi dan lingkungan kerja fisik terhadap kinerja kerja pekerja bagian penyadap karet. Jenis penelitian explanatory research dengan pendekatan kuantitatif. Menggunakan metode observasi, wawancara, dan kuesioner. Menggunakan alat analisis uji validitas, uji reliabilitas, analisis regresi linear berganda, uji asumsi klasik, dan uji hipotesis. Hasil penelitian menunjukkan bahwa : Variabel Keseimbangan Kehidupan Kerja (X1) menunjukkan signifikansi sebesar 0,002. Karena nilai signifikansi ≤ 0.05 maka terdapat pengaruh antara Keseimbangan Kehidupan Kerja terhadap peningkatan kinerja karyawan. Variabel Kompensasi (X2) menunjukkan signifikansi sebesar 0,003. Karena nilai signifikansi ≤ 0.05 maka terdapat pengaruh antara kompensasi terhadap peningkatan kinerja karyawan. Variabel Lingkungan Kerja Fisik (X3) menunjukkan signifikansi sebesar 0,000. Karena nilai signifikansi ≤ 0.05 maka terdapat pengaruh antara Lingkungan Kerja terhadap peningkatan kinerja karyawan., dapat disimpulkan bahwa variabel independent terbukti berpengaruh positif dan signifikan terhadap variabel dependent, dan diharapkan bagi peneliti selanjutnya mengembangkan dan memperluas variabel penelitian yang lain agar pemahaman faktor-faktor yang mempengaruhi kinerja karyawan lebih luas lagi.

Kata kunci: keseimbangan kehidupan kerja, kompensasi, lingkungan kerja fisik dan kinerja karyawan

ABSTRACT

The phenomenon at PT Perkebunan nusantara 1 regional 5 Kebun Sumberjambe is that the performance is not optimal from the condition, so a study was conducted on improving employee performance due to the influence of work-life balance, compensation and physical work environment at PTPN 1 Regional 5 Kebun Sumberjambe. The study aims to analyze the influence of work-life balance, compensation and physical work environment on the work performance of rubber tapper workers. The type of research is explanatory research with a quantitative approach. Using observation, interview, and questionnaire methods. Using analytical tools of validity testing, reliability testing, multiple linear regression analysis, classical assumption testing, and hypothesis testing. The results of the study show that: The Work-Life Balance variable (X1) shows a significance of 0.002. Because the significance value is <0.05 , there is an influence between Work-Life Balance on improving employee performance. The Compensation variable (X2) shows a significance of 0.003. Because the significance value is <0.05 , there is an influence between compensation on improving employee performance. The Physical Work Environment variable (X3) shows a significance of 0.000. Because the significance value is <0.05 , there is an influence between the Work Environment on improving employee performance. It can be concluded that the independent variable has been proven to have a positive and significant influence on the dependent variable, and it is hoped that further researchers will develop and expand other research variables so that understanding of the factors that influence employee performance is broader.

Keywords: *work-life balance, compensation, physical work environment and employee performance*