

ABSTRAK

Nama : Rozhatul Saufa
Program Studi : Manajemen
Judul : Pengaruh *Locus of Control*, *Work-Life Balance* dan *Self-Efficacy* terhadap kinerja karyawan PT. Bima Satria Mandiri Kota Lhokseumawe

Penelitian ini bertujuan untuk menguji pengaruh *Locus of Control*, *Work-Life Balance*, dan *Self Efficacy* terhadap kinerja karyawan PT. Bima Satria Mandiri Kota Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik simple random sampling dan melibatkan 94 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linear berganda dengan perangkat lunak berupa SPSS 25. Hasil menunjukkan bahwa ketiga variabel independen berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan. Temuan ini menegaskan pentingnya pengendalian diri, keseimbangan kehidupan kerja, dan keyakinan terhadap kemampuan diri dalam meningkatkan kinerja. Keterbatasan penelitian terletak pada ruang lingkup yang hanya mencakup satu perusahaan. Hasil ini memberi implikasi bahwa perusahaan perlu memperhatikan faktor psikologis dan keseimbangan hidup sebagai bagian dari strategi pengembangan kinerja. Penelitian ini menawarkan kontribusi melalui integrasi tiga variabel psikologis dalam konteks perusahaan lokal yang masih jarang diteliti.

Kata Kunci: Kinerja Karyawan, *Locus of Control*, *Work-Life Balance*, *Self-Efficacy*.

ABSTRACT

Name : Rozhatul Saufa
Study Program : Management
Judul : *The Influence of Locus of Control, Work-Life Balance and Self-Efficacy on the Performance of Employees of PT. Bima Satria Mandiri, Lhokseumawe City.*

This study aims to examine the influence of Locus of Control , Work-Life Balance, and Self-Efficacy on employee performance at PT. Bima Satria Mandiri, Lhokseumawe City. This study used a quantitative approach with simple random sampling technique and involved 94 respondents. Data were collected through questionnaires and analyzed using multiple linear regression with SPSS 25 software. The results showed that the three independent variables had a positive and significant partial effect on employee performance. This finding emphasizes the importance of self-control, Work-Life Balance, and self-confidence in improving performance. The limitation of the study lies in the scope that only covers one company. These results imply that companies need to pay attention to psychological factors and Work-Life Balance as part of their performance development strategy. This study offers a contribution through the integration of three psychological variables in the context of a local company that is still rarely studied.

Keywords: *Employee Performance, Locus of Control, Work-Life Balance, Self-Efficacy.*