

ABSTRAK

Nama : Putri Balqis
Program Studi : Manajemen
Judul : Pengaruh *Work-life Balance* dan *Employee Engagement* terhadap kinerja karyawan pada PT Ima Montaz Sejahtera.

Penelitian ini bertujuan untuk mengetahui pengaruh *Work Life Balance* dan *Employee Engagement* terhadap kinerja karyawan pada PT Ima Montaz Sejahtera. Latar belakang penelitian ini didasari oleh pentingnya keseimbangan antara kehidupan kerja dan kehidupan pribadi karyawan serta keterikatan karyawan terhadap perusahaan dalam meningkatkan produktivitas dan hasil kerja. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan asosiatif, dimana data diperoleh melalui penyebaran kuesioner kepada seluruh populasi karyawan dengan teknik sampling jenuh. Analisis data dilakukan dengan menggunakan uji validitas, reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F, serta koefisien determinasi (R^2) dengan bantuan software SPSS. Hasil penelitian menunjukkan bahwa variabel *Work Life Balance* berpengaruh positif dan signifikan terhadap kinerja karyawan. Demikian pula, variabel *Employee Engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, kedua variabel tersebut berpengaruh positif signifikan terhadap kinerja karyawan PT Ima Montaz Sejahtera. Dengan demikian, perusahaan perlu menjaga keseimbangan kerja dan kehidupan pribadi karyawan serta meningkatkan keterlibatan mereka dalam pekerjaan agar tercapai kinerja yang optimal.

Kata Kunci: *Work Life Balance*, *Employee Engagement*, Kinerja Karyawan

ABSTRACT

Name : Putri Balqis
Study Program : Management
Title : *The influence of Work life Balance and Employee Engagement on Employee Performance at PT Ima Montaz Sejahtera*

*This study aims to examine the influence of Work Life Balance and Employee Engagement on Employee Performance at PT Ima Montaz Sejahtera. The background of this research lies in the importance of maintaining balance between employees' work and personal lives, as well as their engagement with the organization, in order to improve productivity and work outcomes. This research applies a **quantitative** approach with an associative method, in which data were collected through questionnaires distributed to all employees using a saturated sampling technique. The data were analyzed using validity and reliability tests, classical assumption tests, multiple linear regression analysis, t-test, F-test, and coefficient of determination (R^2) with the assistance of SPSS software. The findings indicate that Work Life Balance has a positive and significant effect on Employee Performance. Similarly, Employee Engagement also has a positive and significant effect on Employee Performance. Simultaneously, both variables have a positive and significant impact on the performance of employees at PT Ima Montaz Sejahtera. Therefore, the company needs to ensure a proper balance between work and personal life while also enhancing employee engagement in order to achieve optimal performance.*

Keywords: *Work-life Balance, Employee Engagement, Employee Performance*