

ABSTRAK

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Judul : Pengaruh *Employee Well-Being*, *Work-Life Balance*, dan *Job Satisfaction*, Terhadap Kinerja Mahasiswa Universitas Malikussaleh Yang Bekerja *Part Time* di Kota Lhokseumawe

Penelitian ini bertujuan untuk menganalisis pengaruh *Employee Well-Being*, *Work-Life Balance*, dan *Job Satisfaction* terhadap kinerja mahasiswa Universitas Malikussaleh yang bekerja *part time* di Kota Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik purposive sampling. Populasi penelitian adalah mahasiswa aktif Universitas Malikussaleh yang bekerja *part time* di Kota Lhokseumawe, dengan jumlah sampel sebanyak 200 responden. Pengumpulan data dilakukan melalui penyebaran kuesioner, sedangkan analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa *Employee Well-Being* berpengaruh positif dan signifikan terhadap kinerja mahasiswa. *Work-Life Balance* juga berpengaruh positif dan signifikan terhadap kinerja mahasiswa serta merupakan variabel yang memberikan pengaruh paling dominan. Selain itu, *Job Satisfaction* berpengaruh positif dan signifikan terhadap kinerja mahasiswa. Secara simultan, ketiga variabel independen berpengaruh positif dan signifikan terhadap kinerja mahasiswa dengan nilai koefisien determinasi (*Adjusted R*²) sebesar 77,6%, sedangkan sisanya sebesar 22,4% dipengaruhi oleh faktor lain di luar penelitian. Berdasarkan hasil penelitian tersebut, dapat disimpulkan bahwa *Employee Well-Being*, *Work-Life Balance*, dan *Job Satisfaction* merupakan faktor penting yang berkontribusi dalam meningkatkan kinerja mahasiswa Universitas Malikussaleh yang bekerja *part time* di Kota Lhokseumawe.

Kata Kunci: *Employee Well-Being*, *Work-Life Balance*, *Job Satisfaction*, Kinerja Mahasiswa *Part Time*.

ABSTRACT

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This study aims to analyze the influence of Employee Well-Being, Work-Life Balance, and Job Satisfaction on the performance of University Malikussaleh students who work part-time in Lhokseumawe City. This study employed a quantitative research approach using a purposive sampling technique. The population consisted of active students of Universitas Malikussaleh who worked part-time in Lhokseumawe City, with a total sample of 200 respondents. Data were collected through the distribution of questionnaires and analyzed using multiple linear regression analysis. The results indicate that Employee Well-Being has a positive and significant effect on students' performance. Work-Life Balance also has a positive and significant effect on students' performance and is the most dominant variable influencing performance. Furthermore, Job Satisfaction has a positive and significant effect on students' performance. Simultaneously, the three independent variables have a positive and significant effect on students' performance, with an Adjusted R² value of 77.6%, while the remaining 22.4% is explained by other factors beyond the scope of this study. Based on these findings, it can be concluded that Employee Well-Being, Work-Life Balance, and Job Satisfaction are important factors that contribute to improving the performance of University Malikussaleh students who work part-time in Lhokseumawe City.

Keywords: *Employee Well-Being, Work-Life Balance, Job Satisfaction, Part-Time Student Performance.*