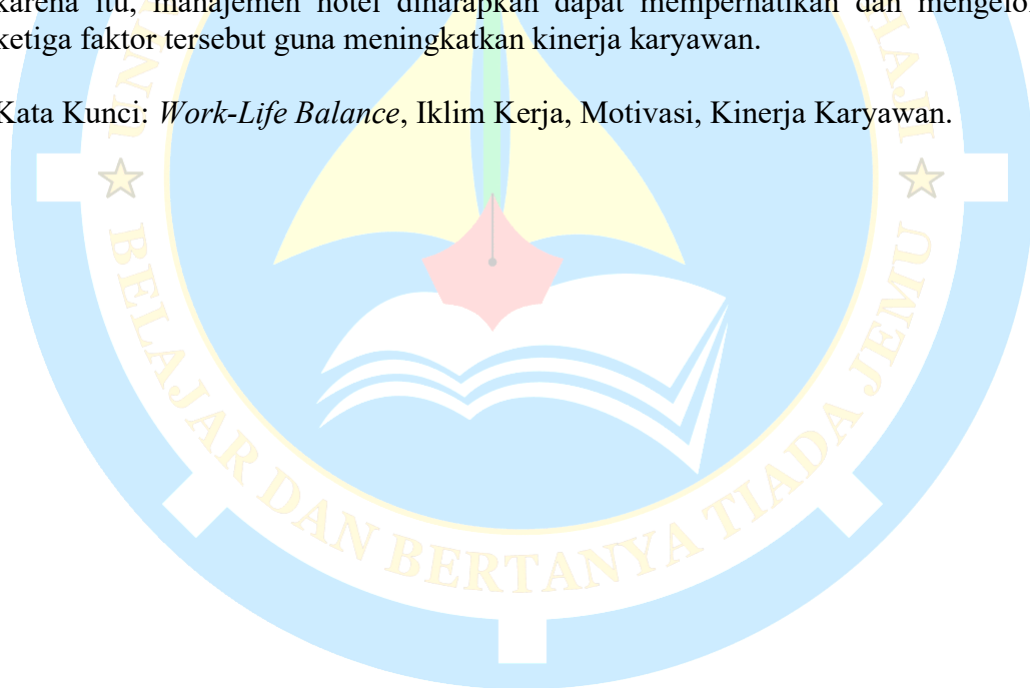


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh work-life balance, iklim kerja, dan motivasi terhadap kinerja karyawan Doulos Phos The Ship Hotel Lagoi, Bintan. Kinerja karyawan merupakan faktor penting dalam mendukung keberhasilan organisasi, khususnya di sektor perhotelan yang menuntut kualitas pelayanan yang tinggi. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarakan kepada karyawan. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda untuk mengetahui pengaruh masing-masing variabel independen terhadap variabel dependen. Hasil penelitian menunjukkan bahwa work-life balance, iklim kerja, dan motivasi secara parsial maupun simultan berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai Adjusted R^2 sebesar 0,477. Hal ini berarti bahwa work-life balance, iklim kerja, dan motivasi, mampu menjelaskan 47,7% variasi kinerja karyawan dan 52,3% dijelaskan oleh variabel lain diluar penelitian ini. Temuan ini menunjukkan bahwa keseimbangan antara kehidupan kerja dan pribadi, kondisi lingkungan kerja yang kondusif, serta motivasi kerja yang tinggi mampu meningkatkan kinerja karyawan secara optimal. Oleh karena itu, manajemen hotel diharapkan dapat memperhatikan dan mengelola ketiga faktor tersebut guna meningkatkan kinerja karyawan.

Kata Kunci: *Work-Life Balance*, Iklim Kerja, Motivasi, Kinerja Karyawan.



ABSTRACT

This study aims to analyze the influence of work-life balance, work climate, and motivation on employee performance at Doulos Phos The Ship Hotel Lagoi, Bintan. Employee performance is an important factor in supporting organizational success, especially in the hospitality sector that demands high service quality. The research method used is a quantitative approach with data collection techniques through questionnaires distributed to employees. The data obtained were analyzed using multiple linear regression analysis to determine the influence of each independent variable on the dependent variable. The results of the study indicate that work-life balance, work climate, and motivation partially and simultaneously have a positive and significant effect on employee performance, with an Adjusted R^2 value of 0.477. This means that work-life balance, work climate, and motivation are able to explain 47.7% of the variation in employee performance and 52.3% is explained by other variables outside this study. These findings indicate that the balance between work and personal life, conducive work environment conditions, and high work motivation can improve employee performance optimally. Therefore, hotel management is expected to pay attention to and manage these three factors to improve employee performance.

Keywords: Work-Life Balance, Work Climate, Motivation, Employee Performance.

