

## ABSTRAK

Wida Indri, 2022 : Dampak *Work Life Balance*, Kompensasi dan Stres Kerja Terhadap Kinerja Karyawan PT Amtek Precesion Components Batam.

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Penelitian ini bertujuan untuk menjelaskan *Work Life Balance*, Kompensasi dan Stres Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian ini adalah 651 orang karyawan Di PT Amtek Precesion Components Batam. Pengambilan sampel dengan Teknik Stratified random sampling, maka jumlah sampel sebanyak 87 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel *Work Life Balance* (X1), Kompensasi (X2), Stres Kerja (X3) terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai  $F_{hitung}$  16,490 dengan nilai  $F_{tabel}$  2.710 mengidentifikasi bahwa variabel *Work Life Balance* (X1), Kompensasi (X2), Stres Kerja (X3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 35,1% variabel Kinerja Karyawan dipengaruhi oleh variabel *Work Life Balance*. Kompensasi dan Stres Kerja. Sisanya 64,9% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

**Kata Kunci** : *Work Life Balance*, Kompensasi dan Stres Kerja Terhadap Kinerja Karyawan.

## **ABSTRACT**

Wida Indri, 2022 : *Impact of Work Life Balance, Compensation and Work Stress on Employee Performance of PT Amtek Precesion Components Batam. Promoter Team: Dr. Dodi Dermawan. SE., M.Ec and Drs. Muhammad Idris D.M., M.M.M.Si.*

*This study aims to explain Work Life Balance, Compensation and Work Stress on Employee Performance. The population in this study were 651 employees at PT Amtek Precesion Components Batam. Sampling with Propionate stratified random sampling technique, the number of samples as many as 87 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test, and coefficient of determination. The results showed that partially the variables of Work Life Balance(X1), Compensation (X2), Work Stress (X3) on Employee Performance (Y). The results of the F test obtained that the  $F_{\text{calculated}}$  16, 490 with an  $F_{\text{table}}$  2,710 identifying that the Work Life Balance(X1), Compensation (X2), Work Stress (X3) variables simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, about 35.1% of the Employee Performance variable is influenced by the Work Life Balancevariable. Compensation and Work Stress. The remaining 64.9% is influenced by other factors not described in this study*

*Keywords: Work Life Balance, Compensation and Work Stress Against Employee performance.*

