

## ABSTRAK

Dian Permatasari, 2022: Pengaruh *Work Life Balance*, Komitmen Organisasi dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Sumber Batu Bata Kota Tanjungpinang. Dosen Pembimbing Hj. Iranita, SE., M.Si dan Roni Kurniawan, S.Sos., M.Si

Penelitian ini bertujuan untuk menjelaskan pengaruh *Work Life Balance*, Komitmen Organisasi dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Sumber Batu Bata Kota Tanjungpinang. Populasi didalam penelitian ini adalah 65 karyawan PT.Sumber Batu Bata Kota Tanjungpinang. Pengambilan sampel dengan teknik *purposive sampling*, hanya mengambil sampel karyawan tetap saja berjumlah 52 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan *test* validitas dan realibilitas. Data dianalisis menggunakan regresi linear berganda termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel *Work Life Balance* (X1), Komitmen Organisasi (X2), Disiplin Kerja (X3) berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F hitung 67.928 dengan nilai f tabel 3.408 mengidentifikasi bahwa variabel *Work Life Balance*, Komitmen Organisasi dan Disiplin Kerja secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 79,7% variabel Kinerja Karyawan dipengaruhi oleh *Work Life Balance*, Komitmen Organisasi dan Disiplin Kerja.

**Kata Kunci:** *Work Life Balance*, Komitmen Organisasi, Disiplin Kerja dan Kinerja Karyawan.

## **ABSTRACT**

*Dian Permatasari, 2022: Effect of Work Life Balance, Organizational Commitment and Work Discipline on Employee Performance at PT. Sumber Batu Bata Tanjungpinang city. Advisor Lecturer Hj. Iranita, SE., M.Si and Roni Kurniawan, S.Sos., M.Si*

*This study aims to explain the effect of Work Life Balance, Organizational Commitment and Work Discipline on Employee Performance at PT.Sumber Batu Bata Tanjungpinang city.the population of this research is 65 employees of PT. Sumber Batu Bata Tanjungpinang city. Sampling with purposive sampling technique, onlu taking samples of permanent employees totaling 52 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data analysis used multiple linear regression including t test, F tesr and coefficient of determination. The results shows that partially the Work Life Balance (X1), Organizational Commitment (X2), Work Disciplines (X3) variables had a significant effect on the Employee Performance variable (Y). The results of the F test obtained that the calculated F values is 67.928 with a f table value of 3.408. identifying that the Work Life Balance, Organizational Commitment and Work Discipline variables simultaneously have a significant effect on the employee performance variable (Y). Based on the coefficient of determination test, about 79.7% of employee performance variables are influenced by Work Life Balance, Organizational Commitment and Work Discipline*

**Keywords:** *Work Life Balance, Organizational Commitment and Work Discipline and Employee Performance.*