

**PENGARUH *WORK LIFE BALANCE* DAN *WORKLOAD* TERHADAP  
KINERJA KARYAWAN YANG DIMEDIASI KOMITMEN ORGANISASI**

**(Studi pada Karyawan PT KMK Plastics Indonesia)**

**TESIS**

Diajukan untuk Memenuhi Salah Satu Syarat Memperoleh Gelar Magister  
Manajemen pada Program Studi Manajemen



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DIMEDIASI KOMITMEN ORGANISASI: STUDI PADA KARYAWAN PT. KMK PLASTICS INDONESIA**  
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Sebuah Tesis yang Diajukan untuk Memenuhi Salah Satu Syarat Memperoleh  
Gelar Magister Manajemen pada Program Studi Manajemen Fakultas  
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**LEMBAR PENGESAHAN**

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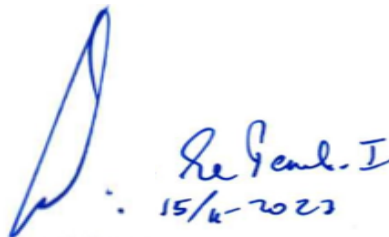
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## **LEMBAR PERNYATAAN BEBAS PLAGIARISME**

Dengan ini saya menyatakan bahwa tesis yang berjudul “**PENGARUH *WORK LIFE BALANCE* DAN *WORKLOAD* TERHADAP KINERJA KARYAWAN YANG DIMEDIASI KOMITMEN ORGANISASI**” benar-benar karya saya sendiri. Saya tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika ilmu yang berlaku dalam masyarakat keilmuan.

Atas pernyataan ini, saya siap menanggung risiko atau sanksi apabila dikemudian hari ditemukan adanya pelanggaran terhadap etika keilmuan dalam tesis ini, atau ada klaim dari pihak lain terhadap keaslian karya saya ini.

Bandung, Oktober 2023

Yuniar Lestari

## KATA PENGANTAR

Puji serta syukur senantiasa dipanjatkan kepada kehadiran Allah SWT yang selalu memberikan rahmat-Nya sehingga penulis dapat menyelesaikan tesis yang berjudul **“PENGARUH *WORK LIFE BALANCE* DAN *WORKLOAD* TERHADAP KINERJA KARYAWAN YANG DIMEDIASI KOMITMEN ORGANISASI”** pada waktu yang tepat.

Tesis ini merupakan salah satu syarat untuk mendapatkan gelar Magister Manajemen pada Prodi Manajemen di Universitas Pendidikan Indonesia. Penulis sangat mengharapkan kritik serta saran membangun untuk perbaikan pada tesis ini.

Akhir kata penulis mengucapkan terima kasih kepada pihak-pihak yang telah membantu serta berharap semoga tesis ini dapat bermanfaat bagi berbagai pihak yang terkait.

Bandung, Oktober 2023

Penulis

Yuniar Lestari

**Yuniar Lestari (2105464). “PENGARUH *WORK LIFE BALANCE* DAN *WORKLOAD* TERHADAP KINERJA KARYAWAN YANG DIMEDIASI KOMITMEN ORGANISASI (Studi pada Karyawan PT KMK Plastics Indonesia)”. Di bawah bimbingan Dosen Pembimbing I: Prof. Dr. H. Eeng Ahman, M.S dan Dosen Pembimbing II : Prof. Dr. Budi Santoso, M. Si.**

## **ABSTRAK**

Penelitian ini dilatarbelakangi oleh rendahnya kinerja karyawan yang memiliki kinerja rendah pada PT KMK Plastics Indonesia dari tahun 2019 hingga tahun 2022. Penelitian ini bertujuan untuk mengetahui sejauh mana *Work Life Balance* ( $X_1$ ), *Workload* ( $X_2$ ) dan Komitmen Organisasi (M) menjadi solusi terhadap masalah Kinerja Karyawan (Y). Metode penelitian yang digunakan adalah survei eksplanatori dengan menggunakan kuesioner sebagai alat pengumpul data. Populasi dalam penelitian adalah karyawan PT KMK Plastics Indonesia, dan sampel dalam penelitian ini adalah sebanyak 135 responden karyawan yang diperoleh dari pengambilan sampel dengan menggunakan Teknik *nonprobability sampling*. Teknik analisis data menggunakan SEM-PLS dibantu dengan program SMART PLS 4. Hasil penelitian menunjukkan bahwa *Work Life Balance* berpengaruh secara positif dan signifikan terhadap komitmen organisasi. *Workload* berpengaruh negatif dan signifikan terhadap komitmen organisasi. *Work Life Balance* berpengaruh secara positif dan signifikan terhadap kinerja karyawan. *Workload* berpengaruh negatif dan signifikan terhadap kinerja karyawan. Komitmen Organisasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan. Komitmen Organisasi memediasi pengaruh *Work Life Balance* terhadap kinerja karyawan. Komitmen Organisasi tidak memediasi pengaruh *Workload* terhadap kinerja karyawan.

**Kata Kunci :** *Work Life Balance*, *Workload*, Komitmen Organisasi, Kinerja Karyawan

***Yuniar Lestari (2105464). "EFFECT OF WORK LIFE BALANCE AND WORKLOAD ON EMPLOYEE PERFORMANCE WITH MEDIATION OF ORGANIZATION COMMITMENT (Study on Employees of PT KMK Plastics Indonesia)". Under the guidance of Supervisor I: Prof. Dr. H. Eeng Ahman, M.S and Advisor II : Prof. Dr. Budi Santoso, M.Si.***

### **ABSTRACT**

*This research is motivated by the low performance of employees who have low performance at PT KMK Plastics Indonesia from 2019 to 2022. This research aims to determine the extent to which Work Life Balance ( $X_1$ ), Workload ( $X_2$ ) and Organizational Commitment ( $M$ ) are solutions to Employee Performance problems ( $Y$ ). The research method used was an explanatory survey using a questionnaire as a data collection tool. The population in the study were employees of PT KMK Plastics Indonesia, and the sample in this study was 135 employee respondents obtained from sampling using nonprobability sampling techniques. The data analysis technique uses SEM-PLS assisted by the SMART PLS 4 program. The research results show that Work Life Balance has a positive and significant effect on organizational commitment. Workload has a negative and significant effect on organizational commitment. Work Life Balance has a positive and significant effect on employee performance. Workload has a negative and significant effect on employee performance. Organizational Commitment has a positive and significant effect on employee performance. Organizational Commitment mediates the influence of Work Life Balance on employee performance. Organizational Commitment does not mediate the influence of Workload on employee performance.*

***Keywords :*** *Work Life Balance, Workload, Organization Commitment, Employee Performance*

## DAFTAR ISI

|  |             |
|--|-------------|
| <b>KATA PENGANTAR.....</b>                                 | <b>i</b>    |
| <b>UCAPAN TERIMA KASIH .....</b>                           | <b>ii</b>   |
| <b>ABSTRAK .....</b>                                       | <b>iv</b>   |
| <b>DAFTAR ISI.....</b>                                     | <b>v</b>    |
| <b>DAFTAR TABEL .....</b>                                  | <b>viii</b> |
| <b>DAFTAR GAMBAR.....</b>                                  | <b>ix</b>   |
| <b>BAB I PENDAHULUAN.....</b>                              | <b>1</b>    |
| 1.1 Latar Belakang Penelitian.....                         | 1           |
| 1.2 Rumusan Masalah .....                                  | 12          |
| 1.3 Tujuan Penulisan .....                                 | 13          |
| 1.4 Manfaat Penelitian.....                                | 14          |
| 1.5 Sistematika Penulisan .....                            | 14          |
| <b>BAB II TINJAUAN PUSTAKA .....</b>                       | <b>16</b>   |
| 2.1 Kajian Pustaka.....                                    | 16          |
| 2.1.1 Konsep Kinerja pegawai.....                          | 16          |
| 2.1.2 Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai..... | 19          |
| 2.1.3 Dimensi Kinerja Pegawai.....                         | 20          |
| 2.1.4 <i>Work Life Balance</i> .....                       | 23          |
| 2.1.5 <i>Workload</i> .....                                | 29          |
| 2.1.6 Komitmen Organisasi .....                            | 34          |
| 2.2 Penelitian Terdahulu.....                              | 38          |
| 2.3 Kerangka Pemikiran .....                               | 45          |
| 2.4 Hipotesis.....   | 50          |
| <b>BAB III METODE PENELITIAN .....</b>                     | <b>51</b>   |
| 3.1 Objek Dan Subjek Penelitian .....                      | 51          |
| 3.2 Metode penelitian .....                                | 51          |
| 3.3 Variabel .....   | 52          |
| 3.4 Operasional Variabel .....                             | 53          |
| 3.5 Populasi Dan Sampel.....                               | 56          |
| 3.6 Teknik Dan Alat Pengumpulan Data .....                 | 57          |
| 3.7 Instrumen Penelitian .....                             | 58          |



|  |           |
|--|-----------|
| 3.8 Pengujian Instrumen Penelitian .....   | 59        |
| 3.9 Teknik Analisis Data Dan Pengujian Hipotesis .....   | 62        |
| <b>BAB IV HASIL PENELITIAN DAN PEMBAHASAN .....</b>  | <b>67</b> |
| 4.1 Profil Dan Sejarah Perusahaan.....   | 67        |
| 4.2 Gambaran Karakteristik Responden .....   | 68        |
| 4.2.1 Gambaran Responden Berdasarkan Usia .....  | 68        |
| 4.2.2 Gambaran Responden Berdasarkan Jabatan.....  | 69        |
| 4.2.3 Gambaran Responden Berdasarkan Masa Kerja .....  | 69        |
| 4.2.4 Gambaran Responden Berdasarkan Gaji.....   | 70        |
| 4.3 Hasil Pengujian Deskriptif Variabel Penelitian.....  | 71        |
| 4.3.1 Deskripsi Variabel <i>Work Life Balance</i> (X1).....  | 72        |
| 4.3.2 Deskripsi Variabel <i>Workload</i> (X2).....   | 74        |
| 4.3.3 Deskripsi Variabel Komitmen Organisasi (M).....  | 76        |
| 4.3.4 Deskripsi Variabel Kinerja Karyawan (Y) .....  | 78        |
| 4.4 Evaluasi <i>Measurement (Outer Model)</i> .....  | 81        |
| 4.4.1 <i>Discriminant Validity</i> dan <i>Composite Reliability</i> .....                              | 84        |
| 4.4.2 Model Struktural ( <i>Inner Model</i> ).....   | 85        |
| 4.4.3 Analisis <i>R-Square</i> .....   | 85        |
| 4.4.4 Pengujian Hipotesis.....   | 86        |
| 4.5 Pembahasan.....  | 87        |
| 4.5.1 Pengaruh <i>Work Life Balance</i> Terhadap Komitmen Organisasi .....                             | 87        |
| 4.5.2 Pengaruh <i>Workload</i> Terhadap Komitmen Organisasi .....                                      | 88        |
| 4.5.3 Pengaruh <i>Work Life Balance</i> Terhadap Kinerja Karyawan .....                                | 89        |
| 4.5.4 Pengaruh <i>Workload</i> Terhadap Kinerja Karyawan .....   | 90        |
| 4.5.5 Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan.....                                      | 92        |
| 4.5.6 Pengaruh <i>Work Life Balance</i> Terhadap Kinerja Karyawan Melalui Komitmen<br>Organisasi ..... | 93        |
| 4.5.7 Pengaruh <i>Workload</i> Terhadap Kinerja Karyawan Melalui Komitmen Organisasi .....             | 94        |
| <b>BAB V KESIMPULAN DAN SARAN.....</b>   | <b>96</b> |
| 5.1 Kesimpulan.....  | 96        |
| 5.2 Rekomendasi .....  | 97        |
| <b>DAFTAR PUSTAKA.....</b>   | <b>98</b> |

## DAFTAR TABEL

|  |    |
|--|----|
| 1.1 Key Performance indicator.....   | 4  |
| 1.2 Rekap Penilaian Kinerja Karyawan PT KMK 2020-2022 .....  | 5  |
| 1.3 Nilai Kinerja Karyawan PT KMK 2020-2022 .....  | 7  |
| 2.1 Penelitian Terdahulu.....  | 39 |
| 3.1 Operasional Variabel .....   | 53 |
| 3.2 Jumlah Pegawai Keseluruhan .....   | 56 |
| 3.3 Uji Validitas .....  | 61 |
| 3.4 Uji Reliabilitas.....  | 63 |
| 3.5 Distribusi Frekuensi.....  | 59 |
| 4.1 Jumlah Pegawai Keseluruhan .....   | 69 |
| 4.2 Skor Rata-Rata, Simpangan Baku Dan Interval Estimasi Skor Work Life Balance .....  | 74 |
| 4.3 Distribusi Frekuensi Work Life Balance.....  | 74 |
| 4.4 Skor Rata-Rata, Simpangan Baku Dan Interval Estimasi Skor Workload .....   | 75 |
| 4.5 Distribusi Frekuensi Workload.....   | 75 |
| 4.6 Skor Rata-Rata, Simpangan Baku Dan Interval Estimasi Skor Komitmen Organisasi .....  | 76 |
| 4.7 Distribusi Frekuensi Komitmen Organisasi .....   | 76 |
| 4.8 Skor Rata-Rata, Simpangan Baku Dan Interval Estimasi Skor Kinerja Karyawan .....   | 77 |
| 4.9 Distribusi Frekuensi Kinerja Karyawan.....   | 77 |
| 4.10 Hasil <i>Outer Model</i> Variabel <i>Work Life Balance</i> , <i>Workload</i> , Komitmen Organisasi<br>Dan Kinerja Karyawan..... | 78 |
| 4.11 <i>Discriminant Validity</i> dan <i>Composite Reliability</i> .....   | 81 |
| 4.12 Koefisien Determinasi .....   | 82 |
| 4.13 Nilai <i>Path Coefficient</i> .....   | 82 |

## DAFTAR GAMBAR

|   |    |
|---|----|
| 2.1 Kerangka Pemikiran .....                            | 48 |
| 2.2 Paradigma Penelitian .....                          | 51 |
| 4.1 Karakteristik Responden Berdasarkan usia.....       | 70 |
| 4.2 Karakteristik Responden Berdasarkan Jabatan .....   | 71 |
| 4.3 Karakteristik Responden Berdasarkan Masa Kerja..... | 72 |
| 4.4 Karakteristik Responden Berdasarkan Gaji .....      | 73 |
| 4.5 Tampilan Hasil Outer Model .....                    | 78 |
| 4.6 Hasil <i>Bootstrapping</i> .....                    | 80 |

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