

**PENGARUH *WORK LIFE BALANCE* DAN KOMPETENSI TERHADAP  
KINERJA KARYAWAN SARI ATER HOT SPRINGS CIATER**

**TESIS**

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



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## ABSTRAK

Hanani Fauziatunisa (1910096), “Pengaruh *Work Life Balance* dan Kompetensi Terhadap Kinerja Karyawan Sari Ater Hot Springs Ciater”. Dibawah bimbingan Prof. Dr. H. Suwatno, M.Si dan Dr. Budi Santoso, M.Si.

Permasalahan kinerja karyawan masih menjadi permasalahan serius bagi banyak perusahaan baik dalam bidang manufaktur ataupun jasa. Salah satu perusahaan yang mengalami masalah kinerja yaitu Sari Ater Hot Springs Ciater. Adapun upaya yang dilakukan oleh Sari Ater Hot Springs Ciater untuk meningkatkan kinerja yaitu dengan cara memperhatikan *work life balance* dan meningkatkan kompetensi karyawannya. Penelitian ini bertujuan untuk memperoleh (1) gambaran *work life balance*, gambaran kompetensi, dan gambaran kinerja karyawan, (2) pengaruh *work life balance* dan kompetensi terhadap kinerja karyawan, (3) pengaruh *work life balance* terhadap kinerja karyawan, dan (4) pengaruh kompetensi terhadap kinerja karyawan. Objek yang menjadi unit analisis dalam penelitian ini adalah karyawan Sari Ater Hot Springs Ciater. Jenis penelitian yang digunakan adalah deskriptif dan verifikatif. Metode yang digunakan adalah *explanatory survey* dengan jumlah sampel 200 responden. Teknik analisis data yang digunakan adalah *path analysis* dengan alat bantu software komputer *Statistical Product for Service Solutions* (SPSS) 25.0 *for windows*. Hasil temuan dalam penelitian ini menunjukkan bahwa gambaran *work life balance* dalam kategori tinggi, gambaran kompetensi dalam kategori tinggi, gambaran kinerja karyawan dalam kategori tinggi. Pengaruh *work life balance* terhadap kinerja karyawan sebesar 32,9% yang berarti pengaruhnya rendah dan pengaruh kompetensi terhadap kinerja karyawan sebesar 37% yang berarti pengaruhnya rendah. Berdasarkan hasil penelitian ini, disarankan *work life balance* di perusahaan ditingkatkan dalam aspek *satisfaction balance* serta kompetensi di perusahaan diperbaiki melalui aspek *knowledge*.

**Kata kunci:** *Work Life Balance*, Kompetensi, Kinerja Karyawan

## ***ABSTRACT***

Hanani Fauziatunisa (1403936), “The Effect of Work Life Balance and Competence on Employee Performance of Sari Ater Hot Springs Ciater“. This study is conducted under the guidance of Prof. Dr. H. Suwatno, M.Si dan Dr. Budi Santoso, M.Si.

Employee performance issues are still a serious problem for many companies, both in manufacturing and services. One of the companies that experiences performance problems is Sari Ater Hot Springs Ciater. The efforts have been made by Sari Ater Hot Springs Ciater to improve performance; it is by work life balance and improve competence to its employees. The present study aims to obtain several findings, such as (1) An overview of work life balance, description of competence, and overview of employee performance, (2) The influence of work life balance and competence on employee performance, (3) The influence of work life balance on employee performance, and (4) The influence of competence to employee performance. The object analysis in the study was employees of Sari Ater Hot Springs Ciater. Meanwhile, the type of the study was using descriptive and verification. Then, the method of the study was an explanatory survey and involved 200 respondents. The data analysis technique used is path analysis with Statistical Product for Service Solutions (SPSS) 25.0 for Windows computer software tools. The findings indicate that the description of work life balance is in a high category, while the description of competence is in a high category and the description of employee performance is in a high category. The influence of work life balance on employee performance is 32,9%, which means that the influence is in low. Meanwhile, the influence of competence on employee performance is 37%, which means that the influence is low. Based on the results of the study, it is suggested that the work life balance in the company must be enhanced in satisfaction balance and competence in the company helps to improve knowledge.

**Keywords: Work Life Balance, Competence, Employee Performance**

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