

ABSTRACT

Human resources play an important role for an organization or company. This is because human resources contribute to the organization to achieve the goals desired by the organization or company. In this case, human resources are employees. Employees as one of the drivers in achieving organizational goals must of course have their needs met so that these employees can provide good reciprocity to the organization. Employees as the main resource for the organization must also be considered for their quality in order to create superior and competent human resources. An organization expects employees to work effectively and efficiently, a factor that can increase the growth of an organization or company is by looking at employee performance. Organizations or companies must pay attention to the way of work and work balance for their company. This is because changes in the way employees work can improve work performance in order to get satisfactory results. Work life balance also needs to be managed by employees because it can affect the work performance produced by the employees themselves.

The purpose of this study was to determine the level of work from home and work life balance and job performance Case Study PT Rata Indonesia. The method used in this research is quantitative and then to describe the research results using descriptive data analysis techniques.

The data collection method in this study was by distributing questionnaires. This study uses a Likert scale with a total of 30 statements. The population in this study amounted to 129 employees and the sample in this study used non-probability sampling with saturated sampling technique which sampled the entire population.

The results of this study indicate that there is a positive and significant influence of work from home and work life balance on job performance in PT Rata Indonesia employees, both simultaneously and partially. Enter the descriptive results of the influence of work from home and work life balance has a positive and significant effect on the job performance of PT Rata Indonesia employees. Meanwhile, work from home is in the good category and work life balance is in the good category and job performance is in the sufficient category.

Suggestions that can be given in this study first ensure that companies can implement the work from home work strategy and have a flexible work environment including working hours. Second, companies can hold routine activities such as office outings or family gatherings to ensure a balance between work life and personal life in order to manage good relationships between employees and companies in order to create employee performance and satisfaction.

Keywords: *Work from home, Work life balance, Job performance*