

ABSTRACT

This research is motivated by the problem of employee performance at PT. XYZ, where in the last 3 years, empirical data obtained shows that employee performance has not reached the company's targets. The aim of this research is to determine the effect of work motivation and work-life balance on employee performance at PT. XYZ. This research uses a quantitative method of descriptive and applied research. The sampling technique uses a non-probability sampling technique of total sampling, with a total sampling of 54 employees. The data analysis technique uses descriptive analysis and multiple linear regression analysis. The results of the research show that work motivation obtained a percentage of 83%, which indicates that employees have sufficient motivation in their work, but does not have a significant partial effect on employee performance. Work-life balance obtained a percentage of 85%, which shows that employees feel quite balanced between work and personal life, but there are still aspects that need to be improved to achieve optimal balance. Employee performance obtained a percentage of 85%, meaning that most employees show performance according to company standards, but there is still potential for improvement to reach a higher level. Based on hypothesis testing, work motivation and work-life balance simultaneously have a significant effect on employee performance at PT. XYZ. However, partially, work motivation does not have a significant effect on employee performance like work-life balance.

Keywords: Work Motivation, Work-Life Balance, Employee Performance