

**PENGARUH *WORK-LIFE BALANCE* DAN LINGKUNGAN KERJA
TERHADAP KINERJA KARYAWAN PADA KARYAWAN
RETAIL TOKO DAZZLE DI YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance* dan lingkungan kerja terhadap kinerja karyawan pada karyawan *retail* toko Dazzle di Yogyakarta. Dalam penelitian ini, metode yang digunakan dalam pengambilan sampel adalah *simple random sampling* dengan jumlah sebanyak 75 responden. Pengumpulan data primer dengan cara menyebarkan kuesioner yang telah diuji validitas dan reliabilitasnya. Penelitian ini menggunakan bantuan program SPSS 27. Pengujian statistik yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji heteroskedasitas, uji multikolinearitas, analisis regresi linear berganda, uji T, uji F dan koefisien determinasi. Hasil penelitian ini menunjukkan hasil *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan karena nilai t sebesar $10,969 > t$ tabel $1,666$ dan nilai beta sebesar $0,577$ bernilai positif dan nilai signifikan sebesar $0,001 < 0,05$. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan karena nilai t sebesar $13,783 > 1,666$ t tabel dan nilai beta $0,725$ bernilai positif, nilai signifikan $0,001 < 0,05$. *work-life balance* dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan karena nilai F hitung sebesar $145,676 > F$ tabel $3,12$ dan nilai signifikan $0,001 < 0,05$. Berdasarkan hasil koefisien determinasi (R^2), diketahui nilai *Adjusted R square* sebesar $0,796$ atau $79,6\%$ yang berarti variasi kinerja karyawan dapat dijelaskan oleh variabel *work-life balance* dan lingkungan kerja, sisanya $20,4\%$ dijelaskan oleh faktor lain di luar penelitian.

Kata Kunci: *Work-Life Balance, Lingkungan Kerja, Kinerja Karyawan*



**THE INFLUENCE OF WORK-LIFE BALANCE AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT
RETAIL EMPLOYEES OF DAZZLE STORE
IN YOGYAKARTA**

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Abstract

This study aims to investigate the impact of work-life balance and work environment on employee performance among employees at the Dazzle retail store in Yogyakarta. The sampling method employed in this study is simple random sampling, with a total of 75 respondents. Primary data were collected through questionnaires that have been tested for validity and reliability. The analysis was conducted using the SPSS 27 software. The statistical tests performed in this study include validity tests, reliability tests, normality tests, linearity tests, heteroscedasticity tests, multicollinearity tests, multiple linear regression analysis, t-tests, f-tests, and the coefficient of determination. The results indicate that work-life balance has a positive and significant effect on employee performance, as evidenced by a t-value of 10.969, which exceeds the t-table value of 1.666, and a beta value of 0.577, which is positive, with a significance value of 0.001, which is less than 0.05. The work environment has a positive and significant effect on employee performance, as evidenced by a t-value of 13.783, which exceeds the critical t-value of 1.666. Additionally, the beta coefficient of 0.725 is positive, and the significance level is 0.001, which is less than the threshold of 0.05. Furthermore, both work-life balance and the work environment have a simultaneous positive and significant effect on employee performance, demonstrated by a calculated F-value of 145.676, which is greater than the critical F-value of 3.12, with a significance level of 0.001, also less than 0.05. According to the results of the coefficient of determination (R^2), the adjusted R-squared value is 0.796, indicating that the variables of work-life balance and work environment can explain 79.6% of the variation in employee performance. The remaining 20.4% is attributed to other factors not included in this study.

Keywords: *Work-Life Balance, Work Environment, Employee Performance*