

Judul : Peran *Work Life Balance* Memediasi *Organization Culture* dan Tri Hita Karana *Concept* Pada Kinerja Karyawan di Legian Beach Hotel, Legian Bali
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ABSTRAK

Pentingnya menjaga dan meningkatkan kinerja karyawan Legian Beach Hotel melalui peran *work life balance* untuk mempertahankan keseimbangan tuntutan karyawan di tempat kerja dengan kehidupan sosialnya, menerapkan *organization culture* yang mendukung serta harmonisasi hubungan karyawan dalam lingkungan kerjanya dengan Tri Hita Karana *concept*. Penelitian ini bertujuan untuk mengetahui peran *work life balance* terhadap pengaruh *organization culture* dan Tri Hita Karana *concept* pada kinerja karyawan Legian Beach Hotel.

Penelitian ini menggunakan rancangan penelitian kuantitatif dengan metode penelitian *positivisme* berdasarkan analisis *multivariate* dengan model persamaan *structural* (*Structural Equation Modeling* – SEM) dengan pendekatan *variance-based* atau *component-based* yang disebut *PLS* yang dilakukan pada karyawan kontrak dan permanen Legian Beach Hotel yang terdiri dari 145 orang sebagai sampel yang ditentukan dengan teknik *purposive sampling*.

Hasil penelitian menunjukkan bahwa *organization culture* berpengaruh positif dan signifikan pada kinerja karyawan dengan nilai *t-statistic* 2,016, *organization culture* berpengaruh positif dan signifikan pada *work life balance* dengan nilai *t-statistic* 3,195, Tri Hita Karana *concept* berpengaruh positif dan signifikan pada kinerja karyawan dengan nilai *t-statistic* 3,848, Tri Hita Karana *concept* berpengaruh positif dan signifikan pada *work life balance* dengan nilai *t-statistic* 5,396, *work life balance* berpengaruh positif dan signifikan pada kinerja karyawan dengan nilai *t-statistic* 3,447, *work life balance* berperan secara positif dan signifikan memediasi pengaruh *organization culture* pada kinerja karyawan dengan nilai *t-statistic* 2,720, dan *work life balance* berperan secara positif dan signifikan memediasi pengaruh Tri Hita Karana *concept* pada kinerja karyawan di Legian Beach Hotel dengan nilai *t-statistic* 2,500.

Kata Kunci : *Organization Culture*, Tri Hita Karana *Concept*, Kinerja Karyawan, *Work Life Balance*, Legian Beach Hotel

Title : ***The Influence of Work-Life Balance on Organizational Culture and The Tri Hita Karana Concept on Employee Performance at Legian Beach Hotel, Legian Bali***
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ABSTRACT

The importance of maintaining and improving the performance of Legian Beach Hotel employees lies in the role of work-life balance, which sustains the balance of employee demands at the workplace with their social life, implements a supportive organizational culture, and harmonizes employee relationships in their work environment with the Tri Hita Karana concept. This research aims to determine the role of work-life balance on the influence of organizational culture and the Tri Hita Karana concept on the performance of employees at Legian Beach Hotel.

This study employed both quantitative and positivist research methods, utilizing multivariate analysis and a structural equation modeling (SEM) model through a variance-based or component-based approach known as PLS. The study was conducted on 145 contract and permanent employees of Legian Beach Hotel, chosen by a technique called "purposeful sampling."

The research results show that organizational culture has a positive and significant effect on employee performance with a t-statistic value of 2.016, organizational culture has a positive and significant effect on work-life balance with a t-statistic value of 3.195, the Tri Hita Karana concept has a positive and significant effect on employee performance with a t-statistic value of 3.848, the Tri Hita Karana concept has a positive and significant effect on work-life balance with a t-statistic value of 5.396, work-life balance has a positive and significant effect on employee performance with a t-statistic value of 3.447, work-life balance plays a positive and significant role in mediating the effect of organizational culture on employee performance with a t-statistic value of 2.720, and work-life balance plays a positive and significant role in mediating the effect of the Tri Hita Karana concept on employee performance at Legian Beach Hotel with a t-statistic value of 2.500.

Keywords: *Organization Culture, Tri Hita Karana Concept, Employee Performance, Work-Life Balance, Legian Beach Hotel*