

ABSTRACT

This study aims to determine the partial and simultaneous influence of work-life balance, work environment, and career development on employee performance. This research was conducted at Hygge Hotel & Villas Seminyak. The study focused on the employees of Hygge Hotel & Villas Seminyak, with a sample of 60 respondents. The data analysis techniques used are the validity test, reliability test, classical assumption test, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, coefficient of determination test, F test, and t test. From the research results, it can be seen that work-life balance has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance, and career development has a positive and significant effect on employee performance, and simultaneously, work-life balance, the work environment, and career development have a significant effect on employee performance. The researcher recommends that Hygge Hotel & Villas Seminyak provide regular training for employees, ensure leaders discuss work schedules with subordinates, foster relationships between superiors and subordinates, and implement career guidance and counseling programs more effectively.

Keywords: Work-life Balance, Work Environment, Career Development, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance*, lingkungan kerja dan pengembangan karir secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Hygge Hotel & Villas Seminyak. Populasi karyawan Hygge Hotel & Villas Seminyak dan sampel sebanyak 60 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan dan secara simultan *work-life balance*, lingkungan kerja dan pengembangan karir berpengaruh signifikan terhadap kinerja karyawan. Saran yang dapat diberikan peneliti adalah Hygge Hotel & Villas Seminyak diharapkan secara berkala memberikan pelatihan untuk karyawan, pemimpin selalu melakukan diskusi dengan bawahan dalam pembuatan jadwal kerja, membina hubungan yang terjalin antara atasan dengan bawahan dan menerapkan program bimbingan dan konseling karir dengan lebih baik.

Kata Kunci: Work-life Balance, Lingkungan Kerja, Pengembangan Karir, Kinerja Karyawan