

ABSTRAK

PENGARUH *WORKLIFE BALANCE* DAN KOMPENSASI TERHADAP KINERJA PEGAWAI (Studi Kasus Tenaga Kependidikan Universitas Lampung)

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Worklife balance, kompensasi dan kinerja karyawan saling berpengaruh dan erat kaitannya, apabila pegawai mampu menyelaraskan waktu dan keterlibatannya secara langsung antara pekerjaan maupun kehidupan pribadi maka pegawai akan bersemangat, lebih efektif dan dapat meningkatkan kualitas kerjanya. Pemberian kompensasi yang tepat kepada pegawai yang berprestasi juga dapat meningkatkan kinerja pegawai.

Penelitian ini bertujuan untuk menganalisis pengaruh *work-life balance* dan kompensasi terhadap kinerja pegawai di Universitas Lampung kepada 150 responden yang di uji dengan metode regresi berganda. Hasil penelitian mengungkapkan bahwa penelitian ini mendukung hipotesis yang diajukan, yakni variabel *worklife balance* dan kompensasi berpengaruh positif terhadap kinerja pegawai Universitas Lampung. Artinya semakin tinggi tingkat *worklife balance* dan kompensasi pegawai, maka akan semakin meningkatkan kinerja pegawai Universitas Lampung. Hasil rekapitulasi tanggapan kinerja memiliki skor terendah pada indikator ketepatan waktu, sehingga berdasarkan hasil penelitian ini disarankan kepada Universitas Lampung agar dapat memperhatikan dan mengidentifikasi program maupun praktik *worklife balance* guna meningkatkan kinerja pegawai secara optimal.

Kata kunci : Worklife Balance, Kompensasi, dan Kinerja Pegawai

ABSTRACT

THE EFFECT OF WORKLIFE BALANCE AND COMPENSATION ON EMPLOYEE PERFORMANCE (Case Study of Lampung University Education Personnel)

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Work life balance, compensation and employee performance influence each other and are closely related, if employees are able to align their time and involvement directly between work and personal life then employees will be enthusiastic, more effective and can improve the quality of their work. Providing appropriate compensation to outstanding employees can also improve employee performance.

This study aims to analyze the effect of work-life balance and compensation on employee performance at the University of Lampung for 150 respondents who were tested using the multiple regression method. The results of the study revealed that this study supports the proposed hypothesis, namely that the work-life balance and compensation variables have a positive effect on the performance of Lampung University employees. This means that the higher the level of work-life balance and employee compensation, the higher the performance of Lampung University employees. The results of the recapitulation of performance responses have the lowest score on the timeliness indicator, so based on the results of this study it is suggested to the University of Lampung to pay attention to and identify work-life balance programs and practices in order to optimally improve employee performance.

Keywords: Worklife Balance, Compensation, and Employee Performance