

ABSTRAK

PENGARUH *TEAM WORK*, *HAPPINESS AT WORK*, DAN *WORK LIFE BALANCE* TERHADAP KINERJA KARYAWAN PT. BUKIT ASAM TARAHAN PORT BANDAR LAMPUNG

Oleh

AULIA MELISA PUTRI

Penelitian ini dilatarbelakangi oleh peran penting kinerja karyawan di sektor pertambangan yang sering melibatkan kondisi lingkungan dan kondisi fisik, di mana tuntutan operasional, kerja tim yang intensif, dan dinamika lingkungan kerja dapat memengaruhi kinerja karyawan. Penelitian ini bertujuan untuk menganalisis pengaruh *team work*, *happiness at work*, dan *work life balance* terhadap kinerja karyawan. Menggunakan metode penelitian eksplanatori dengan pendekatan kuantitatif, data dikumpulkan melalui kuesioner yang diberikan kepada sampel karyawan dan kemudian dianalisis menggunakan regresi linier berganda untuk menguji hubungan dan pengaruh antarvariabel. Hasil menunjukkan bahwa *team work* dan *happiness at work* memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, tetapi *work life balance* tidak memiliki pengaruh signifikan terhadap kinerja. Penelitian ini menyimpulkan bahwa memperkuat kerja sama tim dan menciptakan lingkungan kerja yang mendukung kebahagiaan karyawan merupakan aspek krusial dalam meningkatkan kinerja, sementara kebijakan *work life balance* memerlukan pendekatan yang lebih adaptif terhadap karakteristik pekerjaan.

Kata kunci: *Team Work*; *Happiness at Work*; *Work Life Balance*; Kinerja Karyawan.

ABSTRACT

THE INFLUENCE OF TEAM WORK, HAPPINESS AT WORK, DAN WORK LIFE BALANCE ON EMPLOYEE PERFORMANCE AT PT. BUKIT ASAM TARAHAN PORT BANDAR LAMPUNG

By

AULIA MELISA PUTRI

This study was motivated by the important role of employee performance in the mining sector, which often involves environmental and physical conditions, where operational demands, intensive team work, and workplace dynamics can affect employee performance. This study aims to analyze the influence of teamwork, happiness at work, and work life balance on employee performance. Using an explanatory research method with a quantitative approach, data were collected through questionnaires given to a sample of employees and then analyzed using multiple linear regression to test the relationship and influence between variables. The results show that teamwork and happiness at work have positive and significant influence on employee performance, but work life balance does not have a significant influence on performance. This study concludes that strengthening teamwork and creating a work environment that supports employee happiness are crucial aspects in improving performance, while work life balance policies require a more adaptive approach to job characteristics.

Keywords: Team Work; Happiness at Work; Work Life Balance; Employee Performance.