

ABSTRAK

Ibnu Hafizh Hasibuan, NIM 7201210004, Pengaruh Fleksibilitias Kerja, Spesialisasi Kerja, dan *Work Life Balance* terhadap Kinerja Karyawan PT. Bakrie Sumatera Plantations SUMUT I KISARAN. Skripsi, Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2024.

Tujuan dari penelitian ini adalah untuk menguji bagaimana kinerja karyawan di PT. Bakrie Sumatra Plantations Sumatera Utara I Kisaran dipengaruhi oleh fleksibilitas kerja, spesialisasi kerja, dan keseimbangan kehidupan kerja. Kemampuan perusahaan untuk mencapai kinerja staf yang optimal sangat penting bagi keberhasilannya, terutama dalam menghadapi persaingan global yang menuntut tingkat produktivitas dan kualitas produk yang lebih tinggi. Untuk menyelidiki hipotesis dan penelitian sebelumnya tentang dampak setiap variabel pada kinerja pekerja, survei literatur dilakukan. Menurut temuan analisis, keseimbangan kehidupan kerja, spesialisasi, dan fleksibilitas semuanya secara signifikan meningkatkan motivasi, kepuasan, dan output karyawan. Menurut simpulan artikel, ketiga faktor ini harus dikontrol dengan baik untuk membangun tempat kerja yang produktif.

Hasil Penelitian menunjukkan bahwa variabel Fleksibilitas Kerja (X_1) berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Bakrie Sumatera Plantations SUMUT I KISARAN. Variabel Spesialisasi Kerja (X_2), berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Bakrie Sumatera Plantations SUMUT I KISARAN. Variabel *Work Life Balance* (X_3), berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Bakrie Sumatera Plantations SUMUT I KISARAN. Variabel Spesialisasi Kerja (X_2),berpengaruh positif dan signifikan terhadap Fleksibilitas Kerja (X_1). Variabel *Work Life Balance* (X_3), berpengaruh positif dan signifikan terhadap fleksibilitas kerja (X_1). Pengaruh Spesialisasi Kerja (X_2), berpengaruh positif dan signifikan Terhadap Kinerja Karyawan PT. Bakrie Sumatera Plantations SUMUT I KISARAN melalui Fleksibilas Kerja. Pengaruh *Work Life Balance* (X_3), berpengaruh positif dan signifikan Terhadap Kinerja Karyawan PT. Bakrie Sumatera Plantations SUMUT I KISARAN melalui Fleksibilas Kerja.

Kata Kunci: Fleksibilitas kerja, Spesialisasi kerja, Keseimbangan kehidupan kerja, Kinerja karyawan, PT. Bakrie Sumatera Plantations.

ABSTRACT

Ibnu Hafizh Hasibuan, NIM 7201210004, The Influence of Work Flexibility, Work Specialization, and Work Life Balance on Employee Performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN. Thesis, Department of Management, Faculty of Economics, State University of Medan, 2024.

The purpose of this study is to examine how employee performance at PT. Bakrie Sumatera Plantations North Sumatra I Kisaran is influenced by work flexibility, work specialization, and work-life balance. The company's ability to achieve optimal staff performance is critical to its success, especially in the face of global competition that demands higher levels of productivity and product quality. To investigate the hypothesis and previous research on the impact of each variable on worker performance, a literature survey was conducted. According to the findings of the analysis, work-life balance, specialization, and flexibility all significantly increase employee motivation, satisfaction, and output. According to the conclusion of the article, these three factors must be well controlled to build a productive workplace.

The results of the study indicate that the variable Work Flexibility (X_1) has a positive and significant effect on employee performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN. The variable Work Specialization (X_2), has a positive and significant effect on Employee Performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN. The variable Work Life Balance (X_3), has a positive and significant effect on Employee Performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN. The variable Work Specialization (X_2), has a positive and significant effect on Work Flexibility (X_1). The variable Work Life Balance (X_3), has a positive and significant effect on work flexibility (X_1). The Influence of Work Specialization (X_2), has a positive and significant effect on Employee Performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN through Work Flexibility. The Influence of Work Life Balance (X_3), has a positive and significant effect on Employee Performance at PT. Bakrie Sumatera Plantations SUMUT I KISARAN through Work Flexibility.

Keywords: Work flexibility, Work specialization, Work life balance, Employee performance, PT. Bakrie Sumatera Plantations.