

ABSTRAK

Tisa'ul Jannah NIM : 7203510014. Pengaruh Work-Life Balance dan Konflik Kerja Terhadap Kinerja Karyawan Perempuan PT Enamul Energy Utama. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2024.

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance* dan konflik kerja terhadap kinerja karyawan perempuan PT Enamul Energy Utama.

Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian ini adalah karyawan perempuan PT Enamul Energy Utama yang berjumlah 132 orang. Teknik sampel yang digunakan adalah non probability sampling dengan metode purposive sampling. Sampel berjumlah 132 orang yaitu seluruh karyawan perempuan PT Enamul Energy Utama. Teknik analisis data yang digunakan adalah uji kualitas data yaitu uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda dan uji hipotesis melalui uji t dan uji f serta koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa *Work-Life Balance* (X_1) secara parsial berpengaruh negatif dan signifikan terhadap kinerja karyawan perempuan PT Enamul Energy Utama, Konflik Kerja (X_2) secara parsial berpengaruh negatif dan signifikan terhadap kinerja karyawan perempuan PT Enamul Energy Utama. *Work-Life Balance* (X_1) dan Konflik Kerja (X_2) secara simultan berpengaruh negatif dan signifikan terhadap kinerja karyawan perempuan PT Enamul Energy Utama.

Kata Kunci. *Work-Life Balance*, Konflik Kerja, Kinerja Karyawan.

THE
Character Building
UNIVERSITY

ABSTRACT

Tisa'ul Jannah NIM: 7203510014. The Influence of Work-Life Balance and Work Conflict on the Performance of Female Employees of PT Enamul Energy Utama. Thesis, Management Department, Management Study Program, Faculty of Economics, Medan State University 2024.

This research aims to determine the effect of work-life balance and work conflict on the performance of female employees of PT Enamul Energy Utama.

This study uses a quantitative approach. The population of this study was 132 female employees of PT Enamul Energy Utama. The sampling technique used is non-probability sampling with a purposive sampling method. The sample consisted of 132 people, namely all female employees of PT Enamul Energy Utama. The data analysis technique used is data quality testing, namely validity and reliability testing, classical assumption testing, multiple linear regression analysis and hypothesis testing via the t test and f test and the coefficient of determination (R²).

The research results show that Work-Life Balance (X1) partially has a negative and significant effect on the performance of female employees of PT Enamul Energy Utama, Work Conflict (X2) partially has a negative and significant effect on the performance of female employees of PT Enamul Energy Utama. Work-Life Balance (X1) and Work Conflict (X2) simultaneously have a negative and significant effect on the performance of female employees of PT Enamul Energy Utama.

Keywords. Work-Life Balance, Work Conflict, Employee Performance.

THE
Character Building
UNIVERSITY