

**The Influence of Work Motivation, Work Discipline, and Work-Life Balance
on Employee Performance During the Covid-19 Pandemic PT SITC
Indonesia**

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Abstract

The research included quantitative research to know the influence of work motivation, work discipline, and work-life balance on employee performance at PT SITC Indonesia during the Covid-19 pandemic. There are 64 employees of PT SITC Indonesia in the population, and 58 employees were utilized as samples. The distribution of questionnaires was utilized to collect data. This study utilized the PLS method and the SmartPLS 4.0 software through partial (T) and simultaneous (F) hypothesis testing. According to the findings, (1) work motivation has a significant and positive impact on employee performance, (2) work discipline has a significant and positive impact on employee performance, (3) work-life balance has a significant and positive impact on employee performance, and (4) work motivation, work discipline, and work-life balance have a significant impact on employee performance at PT SITC Indonesia

Keywords: Work Motivation, Work Discipline, Work – Life Balance and Employee Performance

Pengaruh Motivasi Kerja , Disiplin Kerja, Dan *Work – Life Balance* Terhadap Kinerja Karyawan Pada Masa Pandemi Covid - 19 PT SITC Indonesia.

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ABSTRAK

Penelitian yang dilakukan termasuk penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh motivasi kerja, disiplin kerja dan work-life balance terhadap kinerja karyawan pada masa pandemi Covid-19 PT SITC Indonesia Populasinya adalah karyawan PT SITC Indonesia. . Jumlah karyawan sebanyak 6 orang, total sampel yang digunakan dalam penelitian ini adalah 58 karyawan. Pengumpulan data dilakukan dengan menyebarkan kuesioner. Penelitian ini menggunakan metode PLS dan software yang digunakan adalah SmartPLS .0 melalui pengujian hipotesis secara parsial (T) dan simultan (F). Hasilnya adalah (1) motivasi kerja berpengaruh signifikan dan positif terhadap kinerja karyawan, (2) disiplin kerja berpengaruh signifikan dan positif terhadap kinerja karyawan, (3)work-life balance berpengaruh signifikan dan positif terhadap kinerja karyawan dan (4) motivasi kerja, disiplin kerja, dan work-life balance berpengaruh positif dan signifikan terhadap kinerja karyawan di PT SITC Indonesia.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, *Work – Life Balance* dan Kinerja Karyawan.