

The Influence of Work-Family Conflict, Work-Life Balance, and Workload on Employee Performance PT MNC Sekuritas Jakarta

By Fatihatur Rezkiansyah

ABSTRACT

This research aims to determine the effect of work-family conflict, work-life balance, and workload on employee performance of PT MNC Sekuritas Jakarta. This research uses quantitative methods with a sample size of 110 employees. This research uses a Structural Equation Model (SEM) and the data analysis process uses SmartPLS version 4.0 as a measurement tool. The result of the test obtained (1) there is a positive and significant influence between work-family conflict on employee performance; (2) there is a positive and significant influence between work-life balance on employee performance; (3) there is a positive and significant influence between workload on employee performance.

Keywords: *work-family conflict, work-life balance, workload, employee performance*

**Pengaruh *Work-Family Conflict*, *Work-Life Balance*, dan
Workload Terhadap Kinerja Karyawan PT MNC Sekuritas
Jakarta**

Oleh Fatihatur Rezkiansyah

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work-family conflict*, *work-life balance*, dan *workload* terhadap kinerja karyawan PT MNC Sekuritas Jakarta. Penelitian ini menggunakan metode kuantitatif dengan jumlah sampel sebanyak 110 karyawan. Penelitian ini menggunakan Structural Equation Model (SEM) dan proses analisis data menggunakan SmartPLS versi 4.0 sebagai alat pengukurannya. Hasil dari pengujian diperoleh (1) terdapat pengaruh positif dan signifikan antara *work-family conflict* terhadap kinerja karyawan; (2) terdapat pengaruh positif dan signifikan antara *work-life balance* terhadap kinerja karyawan; (3) terdapat pengaruh positif dan signifikan antara *workload* terhadap kinerja karyawan.

Kata Kunci: *work-family conflict*, *work-life balance*, *workload*, kinerja karyawan