

HUBUNGAN *WORK-LIFE BALANCE* DAN *WORK ENGAGEMENT* TERHADAP KINERJA PEKERJA KONSTRUKSI PROYEK BTN ECO PARK GANDUL, JAWA BARAT TAHUN 2025

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Abstrak

Work-life balance dan *work engagement* merupakan salah satu faktor psikososial yang dapat memengaruhi kinerja pekerja melalui kemampuan menjaga fokus dan konsistensi dalam menyelesaikan pekerjaan sesuai standar kerja aman yang dapat dilihat melalui tingkat *safety compliance* (kepatuhan) dan *safety participation* (*partisipasi*) pada pekerja. Penelitian ini bertujuan untuk menganalisis hubungan *work-life balance* dan *work engagement* terhadap kinerja pekerja. Penelitian ini menggunakan desain kuantitatif dengan pendekatan *cross-sectional* pada 115 pekerja di Proyek Pembangunan BTN Eco Park Gandul Tahap I dipilih melalui teknik *random sampling*. Data dikumpulkan menggunakan kuesioner, kemudian data penelitian dianalisis menggunakan uji *chi square* dan regresi logistik berganda. Berdasarkan hasil analisis multivariat ditemukan bahwa *work-life balance* ($p\text{-value} = 0,036$) dan *work engagement* ($p\text{-value} = 0,005$) memiliki hubungan dengan kinerja pekerja. Selain itu, variabel tingkat pendidikan ($p\text{-value} = 0,517$) dan status pernikahan ($p\text{-value} = 0,324$) tidak memengaruhi kinerja pekerja. *Work Engagement* menjadi variabel yang paling berpengaruh dengan kinerja pekerja dengan nilai POR sebesar 3.188 (CI 95% = 1,428 – 7,118). Berdasarkan hasil penelitian ini, nantinya pihak perusahaan diharapkan dapat mendukung *work-life balance* dan *work engagement* melalui pengaturan beban kerja dan jam kerja agar lebih ideal bagi pekerja, serta perusahaan diharapkan dapat memberikan apresiasi dan dukungan kepada pekerja untuk mengoptimalkan kinerja pekerjanya.

Kata Kunci : Kinerja Pekerja, Pekerja Konstruksi, *Work Engagement*, *Work-life Balance*

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Abstract

Work-life balance and work engagement are key psychosocial factors that influence worker performance by enabling employees to maintain focus and consistency in completing tasks according to safety standards, reflected in their safety compliance and participation. This study aimed to examine the relationship between work-life balance, work engagement, and workers performance. A quantitative cross-sectional design was applied involving 115 employees at the BTN Eco Park Gandul Phase I Project, selected using random sampling. Data were collected through questionnaires and analyzed using chi-square tests and multiple logistic regression. The results of multivariate analysis indicated that both work-life balance ($p = 0.036$) and work engagement ($p = 0.005$) were significantly associated with worker performance. Conversely, education level ($p = 0.517$) and marital status ($p = 0.324$) showed no significant effect. Among the variables studied, work engagement had the strongest influence on workers performance, with a POR of 3.188 (95% CI: 1.428–7.118). Based on these findings, it is recommended that companies enhance work-life balance and work engagement by adjusting workloads and working hours to more manageable levels. Additionally, providing recognition, support, and motivation for employees can further optimize their performance, contributing to both productivity and a safer work environment.

Keywords : Construction Workers, Work Engagement, Work-life Balance, Work Performance