

**THE EFFECT OF JOB SATISFACTION, WORK ATTITUDE AND
WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE (Case study
at PT Dana Purna Investama Jakarta)**

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Abstract

This research was conducted to examine the effect of job satisfaction, work attitude, and work-life balance on employee performance using quantitative methods. The independent variables in this study are job satisfaction, work attitudes, and work-life balance and the dependent variable is employee performance. This research was conducted on employees of PT Dana Purna Investama Jakarta who were placed in KCU Bank BCA Regional Office 10 which consisted of 8 KCUs with a population of 184 employees. The sampling method in this study used the proportionate stratified random sampling method with 122 employees. The data for the research was obtained by distributing digital questionnaires in the form of a google form. By using the SmartPLS 3.0 application and the simultaneous F-test, this study reveals that job satisfaction partially does not have a significant effect on the performance of PT Dana Purna Investama Jakarta employees, work attitudes partially have a positive and significant effect on employee performance at PT Dana Purna Investama Jakarta., partially work-life balance has a positive and significant impact on the performance of employees of PT Dana Purna Investama Jakarta, as well as job satisfaction, work attitudes, and work-life balance together or simultaneously have a positive and significant influence on the performance of employees of PT Dana Purna Investama Jakarta.

Keywords : job satisfaction, work attitudes, work-life balance, job performance.

**PENGARUH KEPUASAN KERJA, SIKAP KERJA DAN WORK-LIFE
BALANCE TERHADAP KINERJA KARYAWAN (Studi kasus pada PT
Dana Purna Investama Jakarta)**

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Abstrak

Penelitian ini dilakukan untuk menguji pengaruh kepuasan kerja, sikap kerja, dan *work-life balance* terhadap kinerja karyawan dengan metode kuantitatif. variabel independent pada penelitian ini adalah kepuasan kerja, sikap kerja, dan *work-life balance* dan dengan variabel dependen yaitu kinerja karyawan. penelitian ini dilakukan pada karyawan PT Dana Purna Investama Jakarta yang ditempatkan di KCU Bank BCA Kantor Wilayah 10 yang terdiri dari 8 KCU dengan populasi sebanyak 184 karyawan. metode pengambilan sampel pada penelitian ini menggunakan metode *proportionate stratified random sampling* sebanyak 122 karyawan. Data untuk penelitian diperoleh dengan membagikan kuesioner digital berupa *google form*. Dengan menggunakan aplikasi SmartPLS 3.0 dan uji F simultan, penelitian ini mengungkapkan bahwa kepuasan kerja secara parsial tidak memberikan pengaruh yang signifikan terhadap kinerja karyawan PT Dana Purna Investama Jakarta, sikap kerja secara parsial memberikan pengaruh yang positif dan signifikan terhadap kinerja karyawan PT Dana Purna Investama Jakarta, *work-life balance* secara parsial memberikan pengaruh yang positif dan signifikan terhadap kinerja karyawan PT Dana Purna Investama Jakarta, serta kepuasan kerja, sikap kerja, dan *work-life balance* secara bersama-sama atau simultan memberikan pengaruh yang positif dan signifikan terhadap kinerja karyawan PT Dana Purna Investama Jakarta.

Kata kunci : kepuasan kerja, sikap kerja, *work-life balance*, kinerja karyawan.