

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Keseimbangan Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui Inovasi Kerja Sebagai Variabel Intervening Pada PT. Kereta Api Indonesia (Persero) Divisi Regional II Sumatera Barat. Penelitian ini adalah model Structural Equation Modeling (SEM) dengan alat bantu analisis SmartPLS 3.0. Populasi dan sampel penelitian ini adalah Karyawan PT. KAI Divre II Sumbar Bagian Unit Sarana. Hasil penelitian menemukan Terdapat pengaruh signifikan antara keseimbangan kerja terhadap inovasi kerja. Terdapat pengaruh signifikan antara budaya organisasi terhadap inovasi kerja. Terdapat pengaruh signifikan antara keseimbangan kerja terhadap kinerja karyawan Terdapat pengaruh signifikan antara budaya organisasi terhadap kinerja karyawan. Terdapat pengaruh signifikan antara inovasi kerja terhadap kinerja karyawan. Keseimbangan kerja mampu memediasi kinerja karyawan terhadap inovasi kerja. Budaya organisasi mampu memediasi kinerja karyawan terhadap inovasi kerja.

Kata Kunci: Keseimbangan Kerja, Budaya Organisasi, Kinerja Karyawan, Dan Inovasi Kerja.

ABSTRACT

This research aims to determine and attempt to analyze the influence of work balance and organizational culture on employee performance through work innovation as an intervening variable at PT. Indonesian Railways (Persero) Regional Division II West Sumatra. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample of this research are employees of PT. KAI West Sumatra Division II Facilities Unit Section. The research results found that there is a significant influence between work balance and work innovation. There is a significant influence between organizational culture on work innovation. There is a significant influence between work balance on employee performance. There is a significant influence between organizational culture on employee performance. There is a significant influence between work innovation on employee performance. Work balance is able to mediate employee performance on work innovation. Organizational culture is able to mediate employee performance on work innovation.

Keywords: Work Balance, Organizational Culture, Employee Performance, and Work Innovation.