

ABSTRAK

PENGARUH *WORK LIFE BALANCE* DAN STRES KERJA TERHADAP KINERJA KARYAWAN DENGAN KOMPENSASI DEBAGAI VARIABEL INTERVENING PADA PT. BANK NAGARI

BOBY DARMA PUTRA, 2020422050

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Kata Kunci : *Work Life Balance*, Stress Kerja, Kompetensi, Kinerja Pegawai

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Work Life Balance* dan Stress Kerja terhadap Kinerja Karyawan melalui Kompensasi sebagai Variabel Intervening pada PT. Bank Nagari. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 325 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan variabel *Work Life Balance* terhadap Kompensasi. Terdapat pengaruh negatif dan signifikan variabel Stress Kerja terhadap Kompensasi. Terdapat pengaruh positif dan signifikan variabel *Work Life Balance* terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan variabel Stress Kerja terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan variabel Kompensasi terhadap Kinerja Karyawan. Kompensasi mampu memediasi *Work Life Balance* terhadap Kinerja Karyawan namun terdapat pengaruh signifikan pada variabel tersebut jika dimediasi oleh Variabel Kompensasi. Kompensasi tidak mampu memediasi Stress Kerja terhadap Kinerja Karyawan namun terdapat pengaruh signifikan pada variabel tersebut jika dimediasi oleh Variabel Kompensasi.

ABSTRAK

INFLUENCE WORK LIFE BALANCE AND WORK STRES ON EMPLOYEE PERFORMANCE WITH COMPENSATION AS AN INTERVENING VARIABLE AT PT. BANK NAGARI

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Keywords : Work Life Balance, Work Stress, Competence, Employee Performance

This study aims to determine how much influence Work Life Balance and Work Stress on Employee Performance through Compensation as an Intervening Variable at PT. Nagari Bank. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 325 respondents.

The results of data analysis concluded, there was a positive and significant influence on the variable Work Life Balance against Compensation. There is a negative and significant effect of Work Stress on Compensation. There is a positive and significant effect of the variable Work Life Balance on Employee Performance. There is a positive and significant effect of work stress on employee performance. There is a positive and significant effect of the Compensation variable on Employee Performance. Compensation is able to mediate Work Life Balance on Employee Performance but there is a significant effect on these variables if mediated by the Compensation Variable. Compensation is not able to mediate Work Stress on Employee Performance but there is a significant effect on this variable if mediated by the Compensation Variable.