

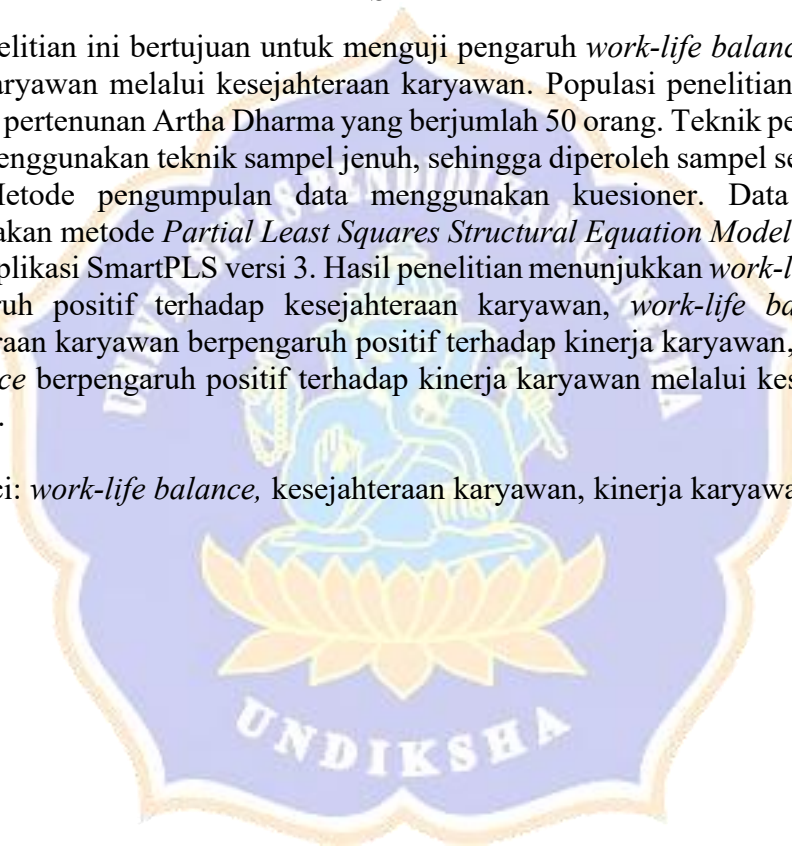
**PENGARUH WORK LIFE BALANCE TERHADAP KINERJA
KARYAWAN PERTENUNAN ARTHA DHARMA MELALUI
KESEJAHTERAAN KARYAWAN**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *work-life balance* terhadap kinerja karyawan melalui kesejahteraan karyawan. Populasi penelitian ini adalah karyawan pertenunan Artha Dharma yang berjumlah 50 orang. Teknik pengambilan sampel menggunakan teknik sampel jenuh, sehingga diperoleh sampel sebanyak 50 orang. Metode pengumpulan data menggunakan kuesioner. Data dianalisis menggunakan metode *Partial Least Squares Structural Equation Modeling* dengan bantuan aplikasi SmartPLS versi 3. Hasil penelitian menunjukkan *work-life balance* berpengaruh positif terhadap kesejahteraan karyawan, *work-life balance* dan kesejahteraan karyawan berpengaruh positif terhadap kinerja karyawan, dan *work-life balance* berpengaruh positif terhadap kinerja karyawan melalui kesejahteraan karyawan.

Kata kunci: *work-life balance*, kesejahteraan karyawan, kinerja karyawan.



**THE EFFECT OF WORK LIFE BALANCE ON EMPLOYEE
PERFORMANCE OF ARTHA DHARMA WEAVING THROUGH EMPLOYEE
WELFARE**

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ABSTRACT

This study aims to examine the effect of work-life balance on employee performance through employee wellbeing. The population of this study was 50 employees of Artha Dharma weaving. The sampling technique used a saturated sampling technique, so that a sample of 50 people was obtained. The data collection method used a questionnaire. The data were analyzed using the Partial Least Squares Structural Equation Modeling method with the help of the SmartPLS version 3 application. The results showed that work-life balance had a positive effect on employee wellbeing, work-life balance and employee wellbeing had a positive effect on employee performance, and work-life balance had a positive effect on employee performance through employee wellbeing.

Keywords: work-life balance, employee wellbeing, employee performance.

