

**PENGARUH LINGKUNGAN KERJA DAN *WORK LIFE BALANCE*
TERHADAP STRES KERJA KARYAWAN PADA
BALI MANDIRA BEACH RESORT & SPA**

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ABSTRAK

Penelitian ini bertujuan menguji pengaruh simultan dan parsial lingkungan kerja serta *work life balance* terhadap stres kerja karyawan di Bali Mandira Beach Resort & Spa. Rancangan penelitian bersifat kuantitatif kausal, dengan analisis regresi linear berganda menggunakan SPSS 26.0 *for Windows*. Sampel diperoleh melalui metode *probability sampling (simple random sampling)*. Penelitian ini melibatkan 120 responden dan menunjukkan bahwa lingkungan kerja dan *work life balance* berpengaruh signifikan terhadap stres kerja. Lingkungan kerja memiliki koefisien regresi sebesar -0,127 dengan signifikansi 0,002, sedangkan *work life balance* memiliki koefisien sebesar -0,523 dengan signifikansi 0,000, yang menunjukkan bahwa semakin baik lingkungan kerja dan *work life balance*, semakin rendah stres kerja. Hasil analisis menunjukkan, (1) kedua variabel secara simultan berpengaruh negatif dan signifikan terhadap stres kerja, (2) lingkungan kerja berpengaruh negatif dan signifikan, serta (3) *work life balance* berpengaruh negatif dan signifikan. Variabel *work life balance* mendominasi pengaruhnya dibandingkan lingkungan kerja, sebagaimana terlihat dari nilai signifikansi yang lebih rendah. Temuan ini menegaskan bahwa peningkatan *work life balance* dan lingkungan kerja efektif mengurangi stres, terutama pada pekerja *shift* yang rentan terhadap ketidakseimbangan waktu. Berdasarkan hasil, organisasi disarankan mengoptimalkan pengelolaan sumber daya manusia dengan menjaga keseimbangan tuntutan pekerjaan dan kondisi karyawan, serta memastikan beban kerja proporsional. Peningkatan *work life balance* dapat dilakukan melalui kebijakan cuti fleksibel, istirahat antar *shift* yang memadai, dan minimalkan gangguan waktu pribadi. Penelitian selanjutnya disarankan untuk melakukan eksplorasi dengan menggunakan karyawan *non shift* sebagai responden dan tetap menggunakan variabel yang sama seperti penelitian ini.

Kata Kunci: lingkungan kerja, *work life balance*, stres kerja

**THE INFLUENCE OF WORK ENVIRONMENT AND WORK-LIFE
BALANCE ON EMPLOYEE WORK STRESS AT BALI MANDIRA BEACH
RESORT & SPA**

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ABSTRACT

This study aims to examine the simultaneous and partial influence of work environment and work-life balance on employee work stress at Bali Mandira Beach Resort & Spa. The research design is quantitative causal, with multiple linear regression analysis using SPSS 26.0 for Windows. The sample was obtained through probability sampling method (simple random sampling). This study involved 120 respondents and showed that work environment and work-life balance have a significant influence on work stress. The work environment has a regression coefficient of -0.127 with a significance of 0.002, while work-life balance has a coefficient of -0.523 with a significance of 0.000, which indicates that the better the work environment and work-life balance, the lower the work stress. The results of the analysis show, (1) both variables simultaneously have a negative and significant influence on work stress, (2) the work environment has a negative and significant influence, and (3) work-life balance has a negative and significant influence. The work-life balance variable dominates its influence compared to the work environment, as seen from the lower significance value. These findings confirm that improving work-life balance and the work environment is effective in reducing stress, especially in shift workers who are vulnerable to time imbalance. Based on the results, organizations are advised to optimize human resource management by maintaining a balance between work demands and employee conditions, and ensuring a proportional workload. Improving work-life balance can be achieved through flexible leave policies, adequate rest between shifts, and minimizing disruptions to personal time. Further research is recommended to explore using non-shift employees as respondents and retain the same variables as this study.

Keywords: work environment, work life balance, work stress