

PENGARUH GAYA KEPEMIMPINAN DAN PENJADWALAN KERJA TERHADAP *WORK LIFE BALANCE* PADA KARYAWAN HOTEL SIDDHARTHA KUBU BALI

Oleh

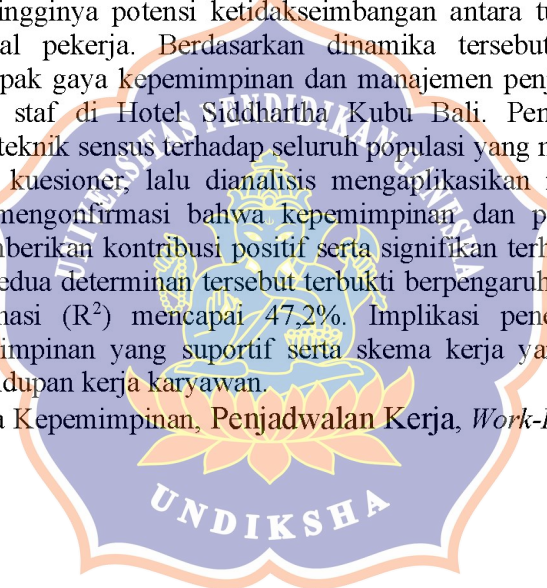
Ni Luh Putri Eka Maharani, NIM 2217041224

Jurusan Manajemen

ABSTRAK

Kompleksitas operasional industri perhotelan yang berlangsung 24 jam secara kontinu memicu tingginya potensi ketidakseimbangan antara tuntutan profesional dan kehidupan personal pekerja. Berdasarkan dinamika tersebut, studi kuantitatif ini mengevaluasi dampak gaya kepemimpinan dan manajemen penjadwalan kerja terhadap *work-life balance* staf di Hotel Siddhartha Kubu Bali. Pengumpulan data primer dilakukan melalui teknik sensus terhadap seluruh populasi yang mencakup 125 karyawan dengan instrumen kuesioner, lalu dianalisis mengaplikasikan regresi linier berganda. Temuan empiris mengonfirmasi bahwa kepemimpinan dan pengaturan jadwal kerja secara parsial memberikan kontribusi positif serta signifikan terhadap *work-life balance*. Secara simultan, kedua determinan tersebut terbukti berpengaruh signifikan dengan nilai koefisien determinasi (R^2) mencapai 47,2%. Implikasi penelitian ini menegaskan pentingnya kepemimpinan yang suportif serta skema kerja yang adil dalam menjaga keseimbangan kehidupan kerja karyawan.

Kata Kunci: Gaya Kepemimpinan, Penjadwalan Kerja, *Work-Life Balance*, Perhotelan



THE INFLUENCE OF LEADERSHIP STYLE AND WORK SCHEDULING ON WORK-LIFE BALANCE OF EMPLOYEES AT THE SIDDHARTHA KUBU BALI HOTEL

By

Ni Luh Putri Eka Maharani, NIM 2217041224

Management major

ABSTRACT

The complexities of the 24-hour operational environment of the hospitality industry continuously trigger a high potential for imbalance between professional demands and workers' personal lives. Based on these dynamics, this quantitative study evaluates the impact of leadership style and work scheduling management on the work-life balance of staff at the Siddhartha Kubu Hotel in Bali. Primary data collection was conducted through a census technique on the entire population of 125 employees using a questionnaire instrument, then analyzed using multiple linear regression. Empirical findings confirm that leadership and work schedule management partially provide a positive and significant contribution to work-life balance. Simultaneously, both determinants are proven to have a significant influence with a coefficient of determination value (R^2) reached 47.2%. The implications of this research emphasize the importance of supportive leadership and fair work arrangements in maintaining employee work-life balance.

Keywords: Leadership Style, Work Scheduling, Work-Life Balance, Hotel Employees.