

**PENGARUH *SELF EFFICACY*, *WORK LIFE BALANCE* DAN LINGKUNGAN
KERJA TERHADAP KINERJA KARYAWAN PADA
PT. FEDERAL INTERNATIONAL FINANCE
CABANG TABANAN**

ABSTRAK

Penelitian ini dilatarbelakangi oleh pentingnya keterlibatan sumber daya manusia pada PT. Federal International Finance cabang Tabanan dalam pencapaian tujuan PT. Federal International Finance cabang Tabanan. Oleh karena itu dibutuhkan *self efficacy* yang tinggi disertai *work-life balance* dan lingkungan kerja yang baik sehingga mampu meningkatkan kinerja karyawan. Tujuan penelitian ini adalah untuk mengetahui pengaruh *self efficacy*, *work-life balance* dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini dilakukan di PT. Federal International Finance cabang Tabanan dengan jumlah populasi sebanyak 86 orang karyawan. Penelitian ini menggunakan teknik sensus sampling sehingga seluruh anggota populasi dilibatkan sebagai subyek penelitian. Pengumpulan data primer dilakukan dengan menggunakan kuesioner. Pengujian hipotesis dilakukan dengan menggunakan analisis regresi linear berganda.

Berdasarkan hasil analisis maka dapat disimpulkan bahwa: 1) *self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan dimana semakin baik tingkat *self efficacy* karyawan, maka kinerja karyawan pada PT. Federal International Finance cabang Tabanan semakin meningkat. 2) *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan dimana semakin baik tingkat *work-life balance* karyawan, maka kinerja karyawan pada PT. Federal International Finance cabang Tabanan semakin meningkat. 3) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dimana semakin baik lingkungan kerja karyawan, maka kinerja karyawan pada PT. Federal International Finance cabang Tabanan semakin meningkat.

Dalam meningkatkan kinerja karyawan, PT. Federal International Finance cabang Tabanan diharapkan dapat memberikan pemenuhan atas kebutuhan dari pekerjaan seperti pemenuhan kebutuhan ekonomi karyawan, menentukan jam kerja dengan jelas sesuai dengan peraturan pemerintah serta mampu meningkatkan kualitas sirkulasi udara dan penerangan di tempat kerja dan juga mengurangi tingkat kebisingan.

Kata Kunci: Kinerja Karyawan, *Self Efficacy*, *Work-Life Balance*, Lingkungan Kerja.

**EFFECT OF SELF-EFFICACY, WORK-LIFE BALANCE AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE OF
PT. FEDERAL INTERNATIONAL FINANCE
TABANAN BRANCH**

ABSTRACT

This research is backgrounded by the importance of human resource involvement in PT. Federal International Finance Tabanan branch in achieving the goals of PT. Federal International Finance Tabanan branch. Therefore, high self-efficacy is needed accompanied by work-life balance and a good work environment so as to improve employee performance. The purpose of this study was to determine the effect of self-efficacy, work-life balance and work environment on employee performance. This research was conducted at PT. Federal International Finance Tabanan branch with a total population of 86 employees. This study used census techniques so that all members of the population were involved as research subjects. Primary data collection is carried out using questionnaires. Hypothesis testing was performed using multiple linear regression analysis.

Based on the results of the analysis, it can be concluded that: 1) self efficacy has a positive and significant effect on employee performance, the meaning is where the better of employees' self efficacy level, the employee performance at PT. Federal International Finance Tabanan branch is increasing. 2) work-life balance has a positive and significant effect on employee performance where the better level of employees' work-life balance, the employee performance at PT. Federal International Finance Tabanan branch will increase. 3) the work environment has a positive and significant effect on employee performance where the better of employee's work environment, the employee performance at PT. Federal International Finance Tabanan branch will increase.

In improving employee performance, PT. Federal International Finance Tabanan branch is expected to provide fulfillment of work needs such as meeting employees' economic needs, determining working hours clearly in accordance with government regulations and being able to improve the quality of air circulation and lighting in the workplace and also reduce noise levels.

Keywords: *Employee Performance, Self Efficacy, Work-Life Balance, Work Environment*