

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work-life balance* dan lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel mediasi pada Perum BULOG Kantor Cabang Surabaya. Sampel penelitian menggunakan seluruh karyawan Perum BULOG Kantor Cabang Surabaya sebanyak 100 responden dengan teknik *sampling jenuh*. Data dikumpulkan melalui penyebaran kuesioner kepada seluruh karyawan yang menjadi responden penelitian. Teknik analisis data yang digunakan meliputi analisis *outer model*, *inner model*, dan pengujian hipotesis menggunakan metode *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 4. Hasil penelitian menunjukkan bahwa *work-life balance* dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, *work-life balance* dan lingkungan kerja juga berpengaruh positif dan signifikan terhadap kepuasan kerja. Namun, kepuasan kerja tidak berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil pengujian pengaruh tidak langsung, kepuasan kerja tidak mampu memediasi pengaruh *work-life balance* terhadap kinerja karyawan maupun pengaruh lingkungan kerja terhadap kinerja karyawan. Dengan demikian, peningkatan kinerja karyawan pada Perum BULOG Kantor Cabang Surabaya lebih dipengaruhi secara langsung oleh *work-life balance* dan lingkungan kerja dibandingkan melalui kepuasan kerja sebagai variabel mediasi.

Kata kunci : *work-life balance*, lingkungan kerja, kepuasan kerja, kinerja karyawan.

ABSTRACT

This study aims to determine the effect of work-life balance and the work environment on employee performance through job satisfaction as a mediating variable at Perum BULOG's Surabaya Branch Office. The study sample consisted of 100 employees of Perum BULOG's Surabaya Branch Office, using a saturated sampling technique. Data were collected by distributing questionnaires to all employees. Data analysis techniques included outer model analysis, inner model analysis, and hypothesis testing using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method with the assistance of SmartPLS 4 software. The results showed that work-life balance and the work environment had a positive and significant effect on employee performance. Furthermore, work-life balance and the work environment also had a positive and significant effect on job satisfaction. However, job satisfaction did not significantly influence employee performance. Based on the results of the indirect effect test, job satisfaction was unable to mediate the effect of work-life balance on employee performance or the effect of the work environment on employee performance. Therefore, the improvement in employee performance at Perum BULOG's Surabaya Branch Office is more directly influenced by work-life balance and the work environment than by job satisfaction as a mediating variable.

Keywords : *work-life balance, work environment, job satisfaction, employee performance.*