

ABSTRACT

The problem in this research is the employee performance caused by low Work Life Balance and Career Development factors. The solution to this problem is the company's work life balance must always be able to balance the balance of employee life so that they can work better and in career development employees must be able to develop themselves so that performance increases and on employee performance employees must always have high knowledge. The purpose of this research is to find out how much influence the two variables X have on variable Y simultaneously or partially.

PT. Wahana Duta Jaya Rucika obtained sufficient category on employee performance data on PT. Wahana Duta Jaya Rucika is not good. The research method used is descriptive and verification methods with a quantitative approach using the SPSS 26 assistance program with a sample of 88 respondents. The data analysis method used is multiple linear regression analysis, multiple correlation and coefficient of determination.

The result showed that there was a positive and significant influence between Work Life Balance and Career Development on Employee Performance at PT. Wahana Duta Jaya Rucika. The magnitude of the influence of Work Life Balance and Career Development on Employee Performance at PT. Wahana Duta Jaya Rucika simultaneously is 42,3%. While partially the influence of Work Life Balance on Employee Performance is 41,08%, and the effect of Career Development on Employee Performance is 1,24%.

Keywords : Work Life Balance, Career Development, and Employee Performanc.