

ABSTRAK

Dalam penelitian ini ditemukan permasalahan kinerja karyawan yang terdapat pada PT. Sunny Textile, masalah penelitian ini adalah belum optimal nya kinerja karyawan yang di sebabkan oleh rendah nya Persepsi Dukungan Organisasi dan *Work Life Balance* karyawan PT. Sunny Textile. Persepsi Dukungan Organisasi dan *Work Life Balance* merupakan faktor yang diduga berpengaruh terhadap kinerja karyawan. Penelitian ini dilakukan berdasarkan data penilaian kinerja karyawan pada PT. Sunny Textile yang menunjukkan kinerja karyawan pada PT. Sunny Textile menurun. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif. Teknik sampling yang digunakan yaitu *non-probability sampling* yang menggunakan teknik *incidental sampling* dengan jumlah sampel sebanyak 87 responden. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, *Method of Successive Interval* (MSI), analisis regresi linier berganda, korelasi berganda, koefisien determinasi dan uji hipotesis dengan menggunakan alat bantu SPSS Statistic 26. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara Persepsi Dukungan Organisasi dan *Work Life Balance* terhadap Kinerja Karyawan pada PT. Sunny Textile. Besarnya pengaruh Persepsi Dukungan Organisasi dan *Work Life Balance* terhadap Kinerja Karyawan secara simultan adalah sebesar 57,3%. Sedangkan secara parsial besarnya pengaruh Persepsi Dukungan Organisasi terhadap Kinerja Karyawan sebesar 9,8% dan pengaruh *Work Life Balance* terhadap Kinerja Karyawan sebesar 47,5%.

Kata Kunci: Persepsi Dukungan Organisasi, *Work Life Balance*, dan, Kinerja Karyawan

ABSTRACT

In this research, employee performance problems were found at PT. Sunny Textile, the problem of this research is that employee performance is not yet optimal which is caused by the low perception of organizational support and work life balance of PT employees. Sunny Textiles. Perception of Organizational Support and Work Life Balance are factors that are thought to influence employee performance. This research was conducted based on employee performance assessment data at PT. Sunny Textile which shows employee performance at PT. Sunny Textile declines. The research methods used are descriptive and verification methods. The sampling technique used was non-probability sampling using incidental sampling technique with a sample size of 87 respondents. The data analysis methods used are validity and reliability testing, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using the SPSS Statistics 26 tool. The results of the study show that there is a positive and significant influence between Perception of Organizational Support and Work Life Balance on Employee Performance at PT. Sunny Textiles. The magnitude of the influence of perceived organizational support and work life balance on employee performance simultaneously is 57.3%. Meanwhile, partially the influence of Perceived Organizational Support on Employee Performance is 9.8% and the influence of Work Life Balance on Employee Performance is 47.5%.

Keywords: *Perception of Organizational Support, Work Life Balance, and Employee Performance*