

ABSTRAK

Produktivitas kerja merupakan aspek penting dalam keberhasilan perusahaan konstruksi yang dituntut menyelesaikan pekerjaan sesuai target, kualitas, efisiensi, dan ketepatan waktu. Namun, PT Hawasifa Makmur Pratama masih menghadapi permasalahan produktivitas kerja yang ditunjukkan oleh penurunan realisasi penyelesaian proyek dan hasil pra-survey terhadap 30 karyawan dengan rata-rata produktivitas sebesar 2,99. Kondisi tersebut diduga berkaitan dengan Work-Life Balance, Perceived Organizational Support, dan Kompetensi yang belum optimal. Penelitian ini bertujuan untuk mengetahui kondisi serta pengaruh Work-Life Balance, Perceived Organizational Support, dan Kompetensi terhadap Produktivitas Kerja, baik secara parsial maupun simultan. Penelitian menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi penelitian berjumlah 600 karyawan dengan sampel sebanyak 86 responden yang ditentukan menggunakan rumus Slovin dengan tingkat kesalahan 10%. Analisis data menggunakan Partial Least Square-Structural Equation Modeling (PLS-SEM) dengan bantuan SmartPLS 4.0. Hasil penelitian menunjukkan bahwa Work-Life Balance, Perceived Organizational Support, Kompetensi, dan Produktivitas Kerja berada pada kategori kurang baik. Secara parsial, ketiga variabel independen berpengaruh positif dan signifikan terhadap Produktivitas Kerja. Secara simultan, ketiganya mampu menjelaskan Produktivitas Kerja sebesar 81,9%, sedangkan 18,1% dijelaskan oleh faktor lain di luar model penelitian. Kompetensi memiliki pengaruh paling kuat dengan nilai koefisien jalur sebesar 0,590.

Kata Kunci: *Work-Life Balance, Perceived Organizational Support, Kompetensi, Produktivitas Kerja.*

ABSTRACT

Work productivity is an important aspect of the success of construction companies, which are required to complete work according to targets, quality, efficiency, and timeliness. However, PT Hawasifa Makmur Pratama still faces work productivity problems, as indicated by a decline in project completion realization and the results of a preliminary survey of 30 employees, which showed an average work productivity score of 2.99. This condition is presumed to be related to Work-Life Balance, Perceived Organizational Support, and Competence, which have not yet been optimal. This study aims to determine the conditions and effects of Work-Life Balance, Perceived Organizational Support, and Competence on Work Productivity, both partially and simultaneously. This study employed descriptive and verificative methods with a quantitative approach. The research population consisted of 600 employees, with a sample of 86 respondents determined using the Slovin formula with a 10% margin of error. Data were analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with the assistance of SmartPLS 4.0. The results showed that Work-Life Balance, Perceived Organizational Support, Competence, and Work Productivity were categorized as less favorable. Partially, the three independent variables had a positive and significant effect on Work Productivity. Simultaneously, the three variables explained 81.9% of Work Productivity, while the remaining 18.1% was explained by other factors outside the research model. Competence had the strongest effect, with a path coefficient of 0.590.

Keywords: *Work-Life Balance, Perceived Organizational Support, Competence, Work Productivity.*