

## ABSTRAK

**SRI HAMDANA SYAHRUL. 2024. Pengaruh *Perceived Family Support* dan *Perceived Workplace Support* Terhadap *Work Life Balance* dan Kinerja Pegawai (Studi pada Dinas Ketenagakerjaan Kota Makassar). Skripsi. Jurusan Manajemen. Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh: Achmad Ac dan Samsul Rizal.**

Tujuan penelitian ini Menganalisis pengaruh *Perceived Family Support* dan *Perceived Workplace Support* Terhadap *Work Life Balance* dan Kinerja pegawai pada Dinas Ketenagakerjaan Kota Makassar . Sampel ini diambil dari pegawai Kantor Dinas Ketenagakerjaan Kota Makassar. Jenis data yang digunakan dalam penelitian ini adalah data kuantitatif yang diperoleh dari kuesioner yang dibagikan dan berhubungan dengan masalah yang diteliti. Pengumpulan data yang dilakukan dengan menggunakan instrument penelitian, analisis data bersifat kuantitatif/statistik, dengan tujuan untuk menguji hipotesis yang telah ditetapkan. Berdasarkan hasil penelitian dengan menggunakan perhitungan statistik melalui aplikasi Statistical Package for the Social Science (SPSS), maka dapat disimpulkan bahwa: Analisis pengaruh *Perceived Family Support* terhadap Kinerja Pegawai diperoleh nilai signifikansi sebesar  $0,411 > 0,05$ . Sehingga dapat disimpulkan bahwa secara langsung tidak memiliki pengaruh positif *Perceived Family Support* terhadap Kinerja Pegawai, Analisis pengaruh *Perceived Workplace Support* terhadap Kinerja Pegawai. Diperoleh nilai signifikansi sebesar  $0,000 < 0,05$ . Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan *Perceived Workplace Support* terhadap Kinerja Pegawai, Analisis pengaruh *Perceived Family Support* terhadap *Work Life Balance*. Diperoleh nilai signifikansi sebesar  $0,000 < 0,05$ . Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan *Perceived Family Support* terhadap *Work Life Balance*, Analisis pengaruh *Perceived Workplace Support* (X2) terhadap *Work Life Balance*. Diperoleh nilai signifikansi sebesar  $0,008 < 0,05$ . Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan *Perceived Workplace Support* terhadap *Work Life Balance*, dan Analisis pengaruh *Work Life Balance* terhadap Kinerja Pegawai. Diperoleh nilai signifikansi sebesar  $0,458 > 0,05$ . Sehingga dapat disimpulkan bahwa secara langsung tidak terdapat pengaruh signifikan *Work Life Balance* terhadap Kinerja Pegawai.

**Kata Kunci:** *Perceived Family Support*, *Perceived Workplace Support*, Kinerja Pegawai, *Work Life Balance*

## ABSTRACT

**SRI HAMDANA SYAHRUL. 2024. *The Influence of Perceived Family Support and Perceived Workplace Support on Work Life Balance and Employee Performance (Study at the Makassar City Employment Service). Thesis. Management major. Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by: Achmad Ac and Samsul Rizal.***

The purpose of this research is to analyze the influence of Perceived Family Support and Perceived Workplace Support on Employee Performance in the Makassar City Employment Service. This sample was taken from employees of the Makassar City Employment Service Office. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. Data collection was carried out using research instruments, data analysis was quantitative/statistical in nature, with the aim of testing predetermined hypotheses. Based on the results of research using statistical calculations through the Statistical Package for the Social Science (SPSS) application, it can be concluded that: Analysis of the influence of Perceived Family Support on Employee Performance obtained a significance value of  $0.411 > 0.05$ . So it can be concluded that Perceived Family Support does not directly have a positive influence on Employee Performance. Analysis of the influence of Perceived Workplace Support on Employee Performance. A significance value of  $0.000 < 0.05$  was obtained. So it can be concluded that there is a direct significant influence of Perceived Workplace Support on Employee Performance. Analysis of the influence of Perceived Family Support on Work Life Balance. A significance value of  $0.000 < 0.05$  was obtained. So it can be concluded that there is a direct significant influence of Perceived Family Support on Work Life Balance. Analysis of the influence of Perceived Workplace Support (X2) on Work Life Balance. A significance value of  $0.008 < 0.05$  was obtained. So it can be concluded that there is a direct significant influence of Perceived Workplace Support on Work Life Balance, and Analysis of the influence of Work Life Balance on Employee Performance. A significance value of  $0.458 > 0.05$  was obtained. So it can be concluded that there is no direct significant influence of Work Life Balance on Employee Performance.

**Keywords:** Perceived Family Support, Perceived Workplace Support, Employee Performance, Work Life Balance