

ABSTRAK

Agrisya. 2026. Pengaruh *Worklife Balance*, Lingkungan Kerja, dan Gaya Kepemimpinan terhadap Kinerja Karyawan PT Bank Sulselbar Kantor Pusat Makassar. Skripsi. Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Makassar. Dibimbing oleh Muhammad Yusuf dan Nasrullah.

Penelitian ini bertujuan untuk menganalisis pengaruh *work-life balance*, lingkungan kerja, dan gaya kepemimpinan terhadap kinerja karyawan pada PT Bank Sulselbar Kantor Pusat Makassar. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner skala Likert 1–5 dari 77 responden dan dianalisis menggunakan regresi linier berganda dengan bantuan program SPSS 30, serta didukung oleh uji validitas, reliabilitas, dan uji asumsi klasik. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan ($t = 6,666$; $p = 0,001$), serta lingkungan kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan ($t = 4,865$; $p = 0,001$). Sementara itu, gaya kepemimpinan menunjukkan pengaruh positif namun tidak signifikan secara statistik terhadap kinerja karyawan ($t = 1,079$; $p = 0,284$). Nilai koefisien determinasi (R^2) sebesar 0,813 menunjukkan bahwa 81,3% variasi kinerja karyawan dapat dijelaskan oleh ketiga variabel independen, sedangkan sisanya sebesar 18,7% dipengaruhi oleh variabel lain di luar penelitian. Variabel *work-life balance* merupakan faktor yang paling dominan dalam memengaruhi kinerja karyawan.

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

ABSTRACT

Agrisya. 2026. *The Influence of Work-Life Balance, Work Environment, and Leadership Style on Employee Performance at PT Bank Sulselbar Head Office Makassar*. Thesis. Management Study Program, Faculty of Economics and Business, University of Muhammadiyah Makassar. Supervised by Muhammad Yusuf and Nasrullah.

This study aims to examine the effects of work-life balance, work environment, and leadership style on employee performance at the PT Bank Sulselbar Head Office in Makassar. A quantitative approach, utilizing a survey method, was employed in this research. Data were collected using a Likert-scale questionnaire (1–5) distributed to 77 respondents. The data were analyzed using multiple linear regression with the assistance of SPSS 30, supported by validity, reliability, and classical assumption tests. The findings reveal that work-life balance has a positive and statistically significant effect on employee performance ($t = 6.666$; $p < 0.05$). Similarly, the work environment demonstrates a positive and statistically significant effect on employee performance ($t = 4.865$; $p < 0.05$). In contrast, leadership style shows a positive but statistically insignificant effect on employee performance ($t = 1.079$; $p > 0.05$). Furthermore, the coefficient of determination (R^2) is 0.813, indicating that 81.3% of the variance in employee performance is explained by the independent variables, while the remaining 18.7% is attributable to factors outside the scope of this study. Among the independent variables, work-life balance emerges as the most dominant factor affecting employee performance.

Keywords: *work-life balance, work environment, leadership style, employee performance.*