ABSTRAK

Della Syavira, NPM 71220312010, judul: Pengaruh *Work-Life Balance* Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Rumah Sakit Islam Malahayati Medan, Skripsi 2026

Penelitian ini bertujuan untuk menganalisis pengaruh *Work-Life Balance* dan Lingkungan Kerja terhadap Kinerja Pegawai pada Rumah Sakit Islam Malahayati Medan. Penelitian ini dilatarbelakangi oleh pentingnya keseimbangan antara kehidupan kerja dan pribadi serta kondisi lingkungan kerja yang kondusif dalam meningkatkan produktivitas dan kinerja pegawai di lingkungan rumah sakit.
Metode penelitian yang digunakan adalah penelitian kuantitatif dengan pendekatan survei. Populasi penelitian mencakup seluruh pegawai Rumah Sakit Islam Malahayati Medan yang berjumlah 187 orang. Pengambilan sampel dilakukan dengan teknik simple *random sampling* menggunakan rumus Slovin, sehingga diperoleh 65 responden. Pengumpulan data dilakukan melalui observasi, studi pustaka, dan kuesioner dengan skala Likert 1–5. Data dianalisis menggunakan uji instrumen (validitas dan reliabilitas), uji asumsi klasik (normalitas, multikolinearitas, dan heteroskedastisitas), analisis regresi linear berganda, serta uji hipotesis (uji t, uji F, dan koefisien determinasi R^2).
Hasil penelitian menunjukkan bahwa *Work-Life Balance* berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Lingkungan Kerja juga berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Secara simultan, *Work-Life Balance* dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Nilai koefisien determinasi (R *Square*) sebesar 0,527 menunjukkan bahwa kedua variabel independen mampu menjelaskan 52,7% variasi Kinerja Pegawai, sedangkan sisanya 47,3% dipengaruhi oleh faktor lain di luar penelitian ini.

Kata Kunci: *Work-Life Balance*, Lingkungan Kerja, Kinerja Pegawai, Rumah Sakit Islam Malahayati Medan

ABSTRACT

Della Syavira, *Student* ID 71220312010, *thesis title*: *The Effect of Work-Life Balance and Work Environment on Employee Performance at* Malahayati *Islamic Hospital in* Medan, Thesis 2026

This study aims to analyze the effect of Work-Life Balance and Work Environment on Employee Performance at Malahayati *Islamic Hospital in* Medan*. The research is motivated by the importance of maintaining a balance between professional and personal life, as well as a conducive work environment, in enhancing productivity and employee performance within a hospital setting. This study employs a quantitative research method with a survey approach. The population consists of all 187 employees of* Malahayati *Islamic Hospital in* Medan*. Samples were selected using the simple random sampling technique with the Slovin formula, yielding 65 respondents. Data were collected through observation, literature review, and questionnaires using a Likert scale of 1–5. Data analysis involved instrument tests (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression analysis, and hypothesis testing (t-test, F-test, and coefficient of determination R^2).*

The results indicate that Work-Life Balance has a positive and significant effect on Employee Performance, Work Environment also has a positive and significant effect on Employee Performance. Simultaneously, Work-Life Balance and Work Environment have a positive and significant effect on Employee Performance. The coefficient of determination (R Square) of 0.527 indicates that both independent variables account for 52.7% of the variation in Employee Performance, while the remaining 47.3% is influenced by other factors outside the scope of this study.

Keywords: *Work-Life Balance, Work Environment, Employee Performance,* Malahayati *Islamic Hospital in* Medan