

ABSTRACT

Companies that manage their human resources professionally will create a balance between the work and personal life of their employees. This happened at PT. INTI Bandung where employees feel balanced between work and personal life. So, the author conducted this study to determine work-life balance factors and what were the most dominant factors in PT. INTI Bandung's employees.

The method used in this study is quantitative with the type of descriptive analysis and factor analysis, the sampling method is simple random sampling with the help from Statistical of Social Science of IBM (SPSS) version 22 for windows software program.

The results of the study show the work-life balance conditions of PT. INTI Bandung has been balanced with the results of analysis of questionnaire data that have produced values that reached 77.2%. While the results of factor analysts show that there are four new factors formed, first factor Management of the Work Environment with a contribution value of 32.70%, second factor Time and Role Management with a contribution value of 13.01%, third factor Flexibility of Work Time and Stress Level with a contribution value of 10.02%, and fourth factor is Company Support with a contribution value of 7.60%. Thus, the most dominant factor in PT. INTI Bandung's employees is Work Environment Management with a contribution value of 32.70%.

Keywords: Work-Life Balance (WBL), Work-Family Balance, Human Resources Management