

ABSTRACT

The high performance of its employees dramatically influences the success of a company. This study aims to determine the effect of work-life balance and non-physical work environment on employee performance at PT. Kimia Farma, Tbk. Jakarta.

This research uses a quantitative method with descriptive and causal research types. Sampling was done using the probability sampling method of simple random selection with 72 respondents. The data analysis techniques use descriptive analysis and multiple linear regression analysis.

The results showed that work-life balance, non-physical work environment, and employee performance were included in the excellent category. Based on the results of multiple linear regression analysis techniques, work-life balance, and non-physical work environment have a significant influence, both partially and simultaneously on employee performance at PT. Kimia Farma, Tbk. Jakarta.

Keywords: Work-Life Balance, Non-Physical Work Environment, Employee Performance