

## ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh *Work-Life Balance* dan Lingkungan Kerja terhadap Komitmen Pegawai melalui *Employee Engagement* pada pegawai PT WIJAYA KARYA (Persero) Tbk. Penelitian yang dilaksanakan menggunakan metode penelitian deskriptif dengan pendekatan kuantitatif. Populasi dalam penelitian adalah pegawai PT WIJAYA KARYA (Persero) Tbk. dengan kriteria memiliki masa kerja antara 2 hingga 10 tahun, ditempatkan di proyek dan berlokasi di Kawasan Indonesia Bagian Timur, yaitu sebanyak 106 pegawai. Penentuan jumlah sampel menggunakan rumus dari Slovin sehingga dapat ditentukan jumlah sampel yang digunakan dalam penelitian ini adalah 84 Pegawai. Penelitian ini menggunakan *Partial Least Square (PLS)* dan dibantu dengan *software Warppls 7.0*.

Berdasarkan hasil penelitian yang telah dilakukan ditemukan bahwa *Work-Life Balance*, Lingkungan Kerja, dan *Employee Engagement* secara parsial berpengaruh positif signifikan terhadap Komitmen Pegawai. Ditemukan juga pengaruh positif signifikan antara *Work-Life Balance* dan Lingkungan Kerja terhadap *Employee Engagement*. Selanjutnya *Employee Engagement*, terbukti memediasi pengaruh *Work-Life Balance* dan Lingkungan Kerja secara positif signifikan terhadap Komitmen Pegawai.

Kata Kunci : *Work-Life Balance*, Lingkungan Kerja, *Employee Engagement*, Komitmen Pegawai

## **ABSTRACT**

The purpose of this study was to analyze the influence of Work-Life Balance and work environment on Employees Commitment by Employee Engagement at PT WIJAYA KARYA (Persero) Tbk. The research was carried out using descriptive research methods with a quantitative approach, the population in this study are employees of PT WIJAYA KARYA (Persero) Tbk. with the criteria of having a working period of 2 to 10 years and being placed in the project for the Eastern Indonesia Region as many as 106 employees. The sample calculated using the formula from Slovin, it can be said that the sample to be used in the study from the calculation results is 84 employees. This research uses Partial Least Square (PLS) and is assisted by Warppls 7.0 software.

Based on the results of the research that has been conducted found that the Work-Life Balance, Work Environment, and Employee Engagement is partially influenced positively significant to the Commitment Officer. It was also found that there was a significant positive effect between Work-Life Balance and Work Environment on Employee Engagement. Furthermore, Employee Engagement, proved to mediate the effect of Work-Life Balance and Work Environment is positively significant to the Commitment Officer.

**Key Word:** Work-Life Balance, Work Environment, Employee Engagement, Employees Commitment