

ABSTRACT

A situation where the well-being of employees in a company or organization is a concern is known as work-life balance. One form of social responsibility that organizations have towards their employees is the issue of work-life balance. This research uses quantitative methods with a population of 420 Tavern Group employees, with a sample size of 100 respondents. The results showed that work-life balance had a positive effect on employee job satisfaction, work environment had a positive effect on employee job satisfaction, employee job satisfaction had a positive effect on employee performance, work-life balance had a positive effect on employee performance, and work environment had a positive effect on employee performance. Based on these results, Tavern Group needs to pay attention to the work-life balance of employees to be able to get good employee performance and employees have satisfaction in their work.

Keywords: Work Life Balance, Work Environment, Employee Performance, Employee Satisfaction