

## **ABSTRACT**

*This study aims to analyze how much influence the variables of work family conflict and work environment have on employee performance through work life balance as an intervening variable owned by employees of PT Primatexco Indonesia. The data used in this study are primary data derived from the distribution of research questionnaires.*

*The sample of this study used permanent employees and had worked for at least 1 year with a total of 95 people. This study uses the Partial Least Square (PLS) analysis technique with the SmartPLS software analysis tool.*

*The findings show that work family conflict has a negative and significant effect on employee performance. Work environment has a positive and significant effect on employee performance. Work family conflict has a negative and significant effect on work life balance. Work environment has a positive and significant effect on work life balance. Work life balance has a positive and significant effect on employee performance. Based on this study, it means that work family conflict needs to be reduced in order to improve employee performance at PT Primatexco Indonesia. In addition, work environment and work life balance need to be improved in order to improve employee performance at PT Primatexco Indonesia.*

***Keywords: Work Family Conflict, Work Environment, Work Life Balance, Employee Performance***