

ABSTRACT

Indonesia's efforts to increase the amount of production and consumption of livestock products are currently causing business competition in the field of agribusiness, one of which is animal feed. Competition is indicated by the large number of companies in the field of animal feed. Companies are demanded to improve and then maintain the performance of their employees in order to remain able to compete. This research was conducted with the aim of analyzing the influence of the supportive supervisor and workload in work-life balance that affect employee performance at PT. Charoen Pokphand Indonesia. A total of 60 employees of PT. Charoen Pokphand Indonesia serve as the object of research.

This research was done by using purposive sampling method on data collection. Data obtained by distributing questionnaires to 60 employees of PT. Charoen Pokphand Indonesia. Data analysis was performed using Partial Least Square (PLS) with SmartPLS program version 3.2.8.

The results indicate that the five proposed hypothesis, one hypothesis is unacceptable and four hypotheses are acceptable. The unaccepted hypothesis is Hypothesis 1 (there is a positive and not significant effect between supportive supervisor to employee performance), Hypothesis 2 (there is a negative and significant effect between workload to employee performance), Hypothesis 3 (there is a positive and significant effect between supportive supervisor to work-life balance), Hypothesis 4 (there is a positive and significant effect between workload to work-life balance), and hypothesis 5 (there is a positive and significant effect between work-life balance to employee performance).

Keywords: *Employee Performance, Work-Life Balance, Supportive Supervisor, Workload, Partial Least Square (PLS).*