

ABSTRAK

Chairunnisa Putri Hidayat. 2026. Pengaruh Work Life Balance, Work Environment, dan Burnout terhadap Kinerja Karyawan Generasi Z (Studi Kasus pada Sektor Swasta Se-Karesidenan Madiun). Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing I: Dr. Liliek Nur Sulistiyowati, S.E., M.M., Pembimbing II: Metik Asmike, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh Work Life Balance, Work Environment, dan Burnout terhadap Kinerja Karyawan Generasi Z pada sektor swasta se-Karesidenan Madiun, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif. Sampel penelitian berjumlah 385 responden yang merupakan karyawan Generasi Z pada sektor swasta se-Karesidenan Madiun dan dipilih menggunakan teknik purposive sampling dengan kriteria telah bekerja minimal satu tahun. Pengumpulan data dilakukan melalui kuesioner dengan skala Likert.

Hasil penelitian menunjukkan bahwa *Work Life Balance* berpengaruh dan signifikan terhadap Kinerja Karyawan, *Work Environment* berpengaruh dan signifikan terhadap Kinerja Karyawan, serta *Burnout* berpengaruh dan signifikan terhadap Kinerja Karyawan. Secara simultan, *Work Life Balance*, *Work Environment*, dan *Burnout* berpengaruh signifikan terhadap Kinerja Karyawan. Nilai R Square sebesar 0,645 menunjukkan bahwa ketiga variabel tersebut mampu menjelaskan 64,5% variasi Kinerja Karyawan, sedangkan 35,5% dipengaruhi oleh faktor lain di luar model penelitian.

Kata Kunci: *Work Life Balance*, *Work Environment*, *Burnout*, Kinerja Karyawan, Generasi Z.

ABSTRACT

Chairunnisa Putri Hidayat. 2026. The Influence of Work-Life Balance, Work Environment, and Burnout on the Performance of Generation Z Employees (A Case Study in the Private Sector within the Madiun Residency). Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor I: Dr. Liliek Nur Sulistiyowati, S.E., M.M.; Supervisor II: Metik Asmike, S.E., M.M.

This study aims to analyze the influence of work-life balance, work environment, and burnout on the performance of Generation Z employees in the private sector within the Madiun Residency, both partially and simultaneously. A quantitative approach was employed. The sample consists of 385 respondents Generation Z employees in the private sector within the Madiun Residency selected using a purposive sampling technique, with the criterion that they have been employed for at least one year. Data were collected via a questionnaire using a Likert scale.

The results indicate that work-life balance, work environment, and burnout each have a significant influence on employee performance. Simultaneously, work-life balance, work environment, and burnout also significantly affect employee performance. An R-squared value of 0.645 suggests that these three variables account for 64.5% of the variation in employee performance, while the remaining 35.5% is influenced by factors outside the research model.

Keywords: *Work-Life Balance, Work Environment, Burnout, Employee Performance, Generation Z.*