

## ABSTRAK

Penelitian ini bertujuan untuk menganalisa dan mengetahui pengaruh *Perceived Organizational Support* (POS) dan efektivitas kerja terhadap *work life balance* PT. Sumber Plastik di Sidoarjo. Metode penelitian menggunakan metode kuantitatif. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Sumber Plastik. Teknik pengambilan sampel menggunakan *non-probability sampling* dan jenis yang digunakan adalah *simple random sampling*. Dalam mengumpulkan data responden dengan menggunakan kuisioner. Hasil analisis data yang ada, dapat disimpulkan bahwa adanya pengaruh *perceived organizational support* terhadap *work life balance* PT. Sumber Plastik dengan nilai t hitung sebesar 3,419 dengan nilai signifikansi sebesar 0,001. Dimana nilai signifikan lebih kecil dari 5% ( $0,001 < 0,05$ ) . dari hasil tersebut dinyatakan hipotesis diterima. Artinya *perceived organizational support* berpengaruh signifikan terhadap *work life balance*. Adanya pengaruh efektivitas kerja terhadap *work life balance* PT. Sumber Plastik dengan nilai t hitung sebesar 5,727 dengan nilai signifikan sebesar 0,000, dimana nilai signifikan lebih kecil dari 5% ( $0,000 < 0,05$ ). dari hasil tersebut dinyatakan hipotesis diterima. Efektivitas kerja berpengaruh signifikan terhadap *work life balance*. Pada Uji-F diperoleh nilai F-hitung sebesar 69,757 dengan nilai signifikan sebesar 0,000. Dimana nilai signifikan lebih kecil dari  $\alpha = 0,05$ . Dari hasil tersebut dapat dinyatakan bahwa Hipotesis diterima, yang artinya *perceived organizational support* dan efektivitas kerja berpengaruh positif dan signifikan terhadap *work life balance*.

**Kata kunci** : Persepsi Dukungan Organisasi, Efektivitas Kerja, Keseimbangan Kehidupan Kerja

## ABSTRACT

*This study aims to analyze and determine the effect of perceived organizational support (POS) and work effectiveness on the work life balance of PT. Sumber Plastik in Sidoarjo. The research method uses quantitative methods. The population used in this study were all employees of PT. Plastic Resources. The sampling technique used non-probability sampling and the type used was simple random sampling. In collecting data on respondents using a questionnaire. The results of the analysis of the existing data, it can be concluded that there is an effect of perceived organizational support on the work life balance of PT. Sumber Plastik with a value of t count of 3,419 with a significance value of 0.001. Where the significant value is less than 5% ( $0.001 < 0.05$ ). from these results it is stated that the hypothesis is accepted. This means that perceived organizational support has a significant effect on work life balance. The influence of work effectiveness on the work life balance of PT. Sumber Plastik with a t value of 5.727 with a significant value of 0.000, where the significant value is less than 5% ( $0.000 < 0.05$ ). from these results it is stated that the hypothesis is accepted. Work effectiveness has a significant effect on work life balance. In the F-test, it was obtained that the F-count value was 69.757 with a significant value of 0.000. Where the significant value is smaller than  $\alpha = 0.05$ . From these results it can be stated that the hypothesis is accepted, which means that perceived organizational support and work effectiveness have a positive and significant effect on work life balance.*

**Keywords:** *Perceptions of Organizational Support, Work Effectiveness, Work-Life Balance.*