

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Self-efficacy* terhadap *Work life balance* dan *Work engagement* melalui *Family demands* dan *Work demands* di PT. PLN UP3 Surabaya Barat.

Populasi yang digunakan dalam penelitian ini yaitu karyawan PT. PLN UP3 Surabaya Barat. Jenis penelitian ini merupakan penelitian kuantitatif dengan menitik beratkan pada pengujian hipotesis, data yang digunakan harus terukur, dan akan menghasilkan kesimpulan yang dapat digeneralisasikan, dapat menjelaskan fenomena secara terukur. Jenis data yang digunakan adalah data dari pengambilan kuisioner dan data sekunder, sedangkan teknik pengambilan sampel menggunakan *purposive sampling* dengan jumlah sampel yang diperoleh sebanyak 64 responden. Teknik analisa yang digunakan dalam penelitian ini adalah *Partial Least Square*

Hasil penelitian menunjukkan bahwa *Self-efficacy (to regulate work and life)* terhadap *Work life balance* berpengaruh positif dan signifikan, *Self-efficacy (to regulate work and life)* terhadap *Family demands* berpengaruh positif dan signifikan, *Self-efficacy (to regulate work and life)* terhadap *Work demands* berpengaruh positif dan signifikan, *Family demands* terhadap *Work life balance* berpengaruh positif dan signifikan, *Work demands* terhadap *Work life balance* berpengaruh positif dan signifikan, *Work life balance* terhadap *Work engagement* berpengaruh positif dan signifikan. Dalam hal ini menunjukkan bahwa seluruh hipotesis dalam penelitian ini terbukti kebenarannya.

Kata Kunci: *Self-efficacy, Family demands, Work demands, Work life Balance, Work engagement*

## ABSTRACT

The research is aimed to find out and analyze the influence of Self-efficacy to Work life balance and Work engagement through Family demands and Work demands at PT. PLN UP3 West Surabaya.

The population in this research is the employees of PT. PLN UP3 West Surabaya. This research is quantitative research with emphasis on testing hypotheses, the data used must be measurable, and will produce conclusions that can be generalized, can explain phenomena in a measurable manner. the results of the research data were obtained from questionnaire and secondary data, while the sampling technique using purposive sampling with a total sample of 64 respondents. The analysis technique in this research using Partial Least Square.

The results showed that Self-efficacy (to regulate work and life) to Work life balance has a positive and significant effect, Self-efficacy (to regulate work and life) to Family demands has a positive and significant effect, Self-Efficacy (to regulate work and life) to Work demands has a positive and significant effect, Family demands to Work life balance has a positive and significant effect, Work demands to Work life balance has a positive and significant effect, and Work life balance to Work engagement has a positive and significant effect. In this case, it shows that all the hypotheses in this study prove the truth.

Keywords: *Self-efficacy, Family demands, Work demands, Work life balance, Work engagement*