

**THE IMPACTS OF WORK LIFE BALANCE ON THE EMPLOYEE
PERFORMANCE AS MEDIATED BY JOB SATISFACTION AT PT FREEPORT
INDONESIA**

Thesis

To Fulfil the Requirements to Achieve a Bachelor of International Business Management

(S1)

In The Management Study International Program

Faculty of Business and Economics

Universitas Atma Jaya Yogyakarta



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FACULTY OF BUSINESS AND ECONOMICS

UNIVERSITAS ATMA JAYA YOGYAKARTA

2025

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Date: 12.June 2025

THESIS
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Has been defended in front of the Examination Committee on 2nd July 2025 and has been
declared to have fulfilled the requirements to be accepted as one of the conditions for obtaining
the degree of Bachelor of Management (S1)
International Business Management Program

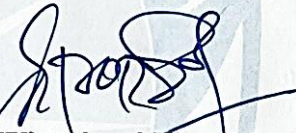
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STATEMENT

I, the undersigned, hereby declare that the thesis entitled:

**THE IMPACTS OF WORK LIFE BALANCE ON THE EMPLOYEE
PERFORMANCE AS MEDIATED BY JOB SATISFACTION AT PT
FREEPORT INDONESIA**

Is my own work. Both statements, ideas, and quotations directly or indirectly that originate from the writings or ideas of others, are stated in writing in this thesis in the bibliography. If in the future it is proven that I have plagiarized, either in part or in whole from this thesis, then the degree and diploma that I have obtained are declared null and void and I will return them to Universitas Atma Jaya Yogyakarta.

Yogyakarta, June 2025

Declared



Aivi Apriliani Alvionita

PROLOGUE

Praise be to God Almighty because only through His blessings, grace and gifts, I can complete the research entitled “The Impacts of Work Life Balance on The Employee Performance as Mediated by Job Satisfaction at PT Freeport Indonesia”. The research in this thesis was conducted by the researcher to fulfil the requirements in order to obtain a Bachelor of International Business Management degree at The Faculty of Business and Economics, Universitas Atma Jaya Yogyakarta.

The researcher realizes that this thesis is not free from shortcomings and in the process of working on it, the researcher faced various obstacles and challenges. Therefore, only through the intervention and assistance of several parties was the researcher able to complete this research. Hence, on this occasion the researcher would like to express his sincere appreciation and gratitude to:

1. Almighty God, for His endless blessings and guidance throughout every stage of this academic journey. Without His divine intervention, the completion of this thesis would not have been possible.
2. My beloved parents, for their unconditional love, continuous prayers, and unwavering support in all forms emotionally, morally, and financially.
3. Ms. Aloysia Desy Pramusiwi, SE., M..Sc., my dear thesis advisor, for her time, dedication and invaluable guidance with constructive

feedback, patience, and insightful suggestions greatly contributed to the development and refinement of this thesis.

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5. All respondents, who generously took the time to participate in the research and provided honest and valuable responses. Their contributions were instrumental in ensuring the reliability and depth of the research findings.
6. All beloved friends, for their companionship, encouragement, and moral support. Their presence, advice, and kindness have been a source of comfort and motivation throughout my academic journey.
7. All lecturers and academic staff of Faculty of Business and Economics, Universitas Atma Jaya Yogyakarta, for their dedication and for imparting knowledge, skills, and values that have shaped my personal and professional development during my time at university.

The researcher fully realizes that this thesis, entitled “The Impact of Work Life Balance on The Employee Performance as Mediated by Job Satisfaction at PT Freeport Indonesia,” may still contain several imperfections, both in terms of technical aspects and content. With sincere humility, the researcher apologizes for any mistakes or limitations that may exist in the research process or in the presentations of this report. The researcher is open and willing to accept

constructive criticism and suggestions for improvement in future academic endeavours.

In closing, the researcher hopes that this thesis can provide meaningful contributions both academically and practically serving as a reference for future research and offering insights for companies seeking to improve employee performance through better work life balance and job satisfaction initiatives.

Yogyakarta, June 2025

A handwritten signature in black ink, consisting of stylized, cursive letters that appear to read 'Aivi' followed by a flourish.

Aivi Apriliani Alvionita

MOTTO

“With God all things are possible”

Matthew 19:26

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ABSTRACT

This study examines how work-life balance affects employee performance, with job satisfaction as a mediating variable. Conducted at PT Freeport Indonesia, the study involved 282 purposively selected respondents. Data were gathered via structured questionnaires and analysed using regression techniques. Results show that work-life balance positively influences both job satisfaction and employee performance. Job satisfaction also has a notable impact on performance and partially mediates the link between work-life balance and performance. These findings emphasize the value of policies that support employee well-being, especially in high-pressure industries. The study offers useful insights for HR practices aimed at improving both satisfaction and productivity.

Keywords: work-life balance, job satisfaction, employee performance