

**PENGARUH *FLEXIBLE WORK ARRANGEMENT* DAN  
*WORK ENVIRONMENT* TERHADAP KINERJA MELALUI  
*WORK LIFE BALANCE* PADA AGEN ASURANSI  
PT ASURANSI JIWA SINARMAS MSIG TBK CABANG DENPASAR,  
BALI**

**Putu Devangga Makarabaja**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui kinerja agen asuransi PT Asuransi Jiwa Sinarmas MSIG Tbk Denpasar, Bali. Pada penelitian ini akan melihat sejauh mana indikator *flexible work arrangement*, *work environment*, *work life balance* mempengaruhi *employee performance* agen asuransi PT Asuransi Jiwa Sinarmas MSIG Tbk Denpasar, Bali. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan analisis *Structural Equation Modelling-Partial Least Square* (SEM-PLS) menggunakan software SmartPLS dengan jumlah sampel sejumlah 115 responden. Penelitian ini menunjukkan hasil bahwa, *flexible work arrangement*, *work environment*, dan *work life balance* berpengaruh positif dan signifikan terhadap *employee performance*. Berbeda dengan hasil mediasi *work life balance* pada *flexible work arrangement* dan *work environment* terhadap *employee performance* yang memiliki pengaruh negatif dan signifikan.

**Kata Kunci :** *Flexible Work Arrangement, Work Environment, Work Life Balance, Employee Performance*

***INFLUENCE OF FLEXIBLE WORK ARRANGEMENT AND  
WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH  
WORK LIFE BALANCE ON INSURANCE AGENT  
PT ASURANSI JIWA SINARMAS MSIG TBK DENPASAR, BALI BRANCH  
Putu Devangga Makarabaja***

*Entrepreneurship and Human Resources Empowerment Management*

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***ABSTRACT***

*This study aims to determine the performance of insurance agents PT Asuransi Jiwa Sinarmas MSIG Tbk Denpasar, Bali. In this study, we will look at the extent to which indicators of flexible work arrangement, work environment, work life balance affect employee performance of insurance agents PT Asuransi Jiwa Sinarmas MSIG Tbk Denpasar, Bali. This study uses a quantitative approach using Structural Equation Modeling-Partial Least Square (SEM-PLS) analysis using SmartPLS software with a total sample of 115 respondents. This study shows that flexible work arrangement, work environment, and work life balance have a positive and significant effect on employee performance. It is different from the results of work life balance mediation on flexible work arrangements and work environment on employee performance which has a negative and significant impact.*

**Keywords : *Flexible Work Arrangement, Work Environment, Work Life Balance, Employee Performance***