

**PENGARUH *WORK LIFE BALANCE*, LINGKUNGAN KERJA,
DAN *SERVANT LEADERSHIP* TERHADAP KINERJA KARYAWAN
DENGAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL MEDIASI
PADA KARYAWAN BENTO KOPI CABANG YOGYAKARTA**

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ABSTRACT

This research aims to identify, review, and analyze the impact of work-life balance, work environment, and servant leadership on employee performance mediated by employee engagement Bento Kopi branch in Yogyakarta Branch. The population in this study were 142 employees of Bento Kopi Yogyakarta Branch. The sampling technique used proportionate stratified random sampling so that 105 employees were obtained. Data collection was carried out by distributing questionnaires online through google form, then processed and analyzed with descriptive and quantitative analysis using PLS SEM with SMART PLS software.

The results showed that : Work life balance has a positive and significant effect on employee performance, Work environment has a positive and significant effect on employee performance, Servant leadership has a positive and significant effect on employee performance, Employee engagement has a positive and significant effect on employee performance, Employee engagement is able to mediate the effect of work-life balance on employee performance, Employee engagement is able to mediate the effect of work environment on employee performance, and Employee engagement is able to mediate the effect of servant leadership on employee performance.

Kata Kunci : *Work-Life Balance, Work Environment, Servant Leadership, Employee Performance, Employee Engagement.*