

## ABSTRACT

*Human resource is a resource that plays an important role in order to achieve the company goals. To be able to achieve company goals, good human resource management is needed, in order to improve the performance of human resources itself and certainly it will have an impact on company performance. Factors that influence employee performance include work life balance and physical work environment. The purpose of this study was to determine the effect of work life balance and physical work environment on employee performance either partially or simultaneously in the Telkom Pension Fund.*

*The research method used is a quantitative method with descriptive analysis, analysis techniques using linear multiple regression, the sample used is a saturated sample with a number of respondents as many as 75 people.*

*From the descriptive analysis results, it can be seen that work life balance, physical work environment and employee performance are in the good category. The results of the research partially and simultaneously show that work life balance and physical work environment affected on employee performance at the Telkom Bandung.*

**Keywords:** *Human Resources, Work Life balance, Physical Work Environment, Employee Performance*