

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh keseimbangan kehidupan kerja terhadap kinerja pegawai dengan budaya organisasi sebagai variabel intervening pada Biro Administrasi Pimpinan Provinsi Jambi. Pendekatan penelitian yang digunakan adalah kuantitatif dengan metode survei melalui penyebaran kuesioner kepada 92 responden yang merupakan pegawai aktif di lingkungan Biro Administrasi Pimpinan. Teknik analisis data menggunakan Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa keseimbangan kehidupan kerja berpengaruh positif dan signifikan terhadap budaya organisasi dan kinerja pegawai. Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Lebih lanjut, budaya organisasi secara signifikan memediasi hubungan antara keseimbangan dan kinerja pegawai. Hal ini menunjukkan bahwa semakin baik keseimbangan antara pekerjaan dan kehidupan pribadi pegawai, serta semakin baik budaya organisasi yang diterapkan, maka semakin tinggi pula tingkat kinerja yang dihasilkan.

Kata Kunci: Keseimbangan Kehidupan Kerja, Budaya Organisasi, Kinerja Pegawai.

ABSTRACT

This study aims to examine the effect of work-life balance on employee performance, with organizational culture as an intervening variable at the Bureau of Administrative Leadership of Jambi Province. A quantitative research approach was employed using a survey method by distributing questionnaires to 92 respondents who were active employees within the Bureau. Data analysis was conducted using Partial Least Square (PLS). The findings indicate that work-life balance has a positive and significant effect on both organizational culture and employee performance. Organizational culture also has a positive and significant effect on employee performance. Furthermore, organizational culture significantly mediates the relationship between work-life balance and employee performance. This demonstrates that the better the balance between employees' work and personal lives, and the better the organizational culture implemented, the higher the level of performance achieved.

Keywords: Work-Life Balance, Organizational Culture, Employee Performance.