

ABSTRACT

This study aims to examine the effect of Work Life Balance, Organizational Culture, and Compensation on Employee Performance with Motivation as an Intervening Variable during the Covid 19 Pandemic. Sampling was used using the census technique, the total sample used was 156 respondents who were employees of the sales department of PT. New Ratna, Wonosobo. The data analysis technique used in this study was SEM (structural equation model) analysis with the AMOS program, and the data collection technique was using a questionnaire. The results showed that work life balance and compensation had a positive effect on employee motivation, while organizational culture had no effect on employee motivation. Work life balance, compensation, organizational culture and work motivation had a direct affect on employee performance.

Keywords: *Work Life Balance, Organizational Culture, Compensation, Employee Performance, Motivation*