

ABSTRACT

Teachers are professional educators who will produce educated people who will later enter the community and become the driving force of the country's economy. Teachers who have the motivation to teach will give their best performance to educate their students. The purpose of this study is to analyze the effect of self-efficacy and work-life balance on employee performance with motivation as an intervening variable.

In this study, data were collected through questionnaires distributed by the number of respondents 65 teachers of SMK Astrindo Tegal based on the judgment sampling method and data analysis techniques through the Smart Partial Least Square (PLS) 3.0 application program to determine the path coefficient, as well as direct and indirect influence of exogenous variables on endogenous variables.

The results of this study showed that self-efficacy has a positive and significant effect on motivation, work-life balance has a positive and significant effect on motivation, motivation has a positive and significant effect on employee performance, self-efficacy has a positive and significant effect on employee performance, and work-life balance does not have a positive and significant effect on employee performance.

Key Word : Employee Performance, Motivation, Work-life Balance, Self-efficacy, Partial Least Squares (PLS).