

ABSTRACT

This study aims to analyze the effect of workload on employee performance with work-life balance as an intervening variable among nursing staff at RSUD dr. Tjitrowardojo in Purworejo Regency.

Data collection in this research utilized primary data obtained through the distribution of research questionnaires to 76 nursing staffs and secondary data obtained through journals, books, and relevant data from trusted sources. The sampling technique used in this study was purposive sampling. Partial Least Square (PLS) approach was used to analyse the obtained data.

The result of this study indicate that workload has a negatif and insignificant effect on employee performance. Furthermore, workload has a negatif and significant effect on work-life balance. Additionally, work-life balance has a positive and significant effect on employee performance. Lastly, work-life balance as an intervening variable is able to mediate the relationship between workload and employee performance.

Keywords: Workload, Work-Life Balance, Employee Performance