

ABSTRACT

The rapid growth of the industrial world has made business competition, especially in the banking sector, increasingly fierce. One of the companies competing in this sector is BPR Agung Sejahtera Semarang. Based on several data points, some employees of BPR Agung Sejahtera Semarang have not met the company's expected credit sales targets. This indicates that employee performance has not been optimal. Therefore, a literature review of previous studies was conducted. Some factors affecting employee performance include the work environment and work-life balance. Unfortunately, the relationship between these variables remains inconsistent, so job satisfaction is used as a mediation variable to further examine the factors affecting employee performance at BPR Agung Sejahtera Semarang.

This study aims to investigate the factors influencing employee performance. Using a quantitative research method, a sample of 40 respondents who have worked for BPR Agung Sejahtera Semarang for more than 1 year was selected. The data was then analyzed using SEM-PLS with the SmartPLS version 3 application.

The results of the study show a positive relationship between work-life balance and job satisfaction, and between job satisfaction and employee performance. However, the work environment does not affect job satisfaction and employee performance, and work-life balance does not affect employee performance.

Keyword : *Work Environment, Work-life Balance, Job Satisfaction, and Employee Performance*