

ABSTRACT

The development of digital technology and the acceleration of digital transformation during the COVID-19 pandemic have driven a shift in work patterns toward digital work. The use of digital technology in the workplace not only provides work flexibility but also affects work-life balance and employee performance. Furthermore, research on digital work in government agencies in Indonesia remains relatively limited. This study aims to analyze the influence of technology affordance on job performance and work-life balance, the influence of work-life balance on job performance, and to test role of work-life balance as a mediating variable in the relationship between technology affordance and job performance.

This study employs a quantitative method using a Structural Equation Modeling (SEM) approach based on Partial Least Squares (PLS) with the assistance of SmartPLS software version 4. The sampling technique utilized purposive sampling, with data collected through the distribution of questionnaires to employees of the Central Jawa Provincial Industry and Trade Office. The sample size for this study consisted of 77 respondents.

The results of the study indicate that technology affordance has positive and significant effect on job performance and work-life balance. Furthermore, work-life balance has a positive and significant effect on job performance. The research results also indicate that work-life balance partially mediates the effect of technology affordance on job performance. These findings suggest that the use of digital technology to support coordination, communication, knowledge sharing, and decision-making helps employees complete their work more effectively while fostering a better work-life balance thereby enhancing employee performance.

Keywords: digital work, technology affordance, work-life balance, job performance