

ABSTRACT

This study aims to analyze the effect of Work-Life Balance on Employee Performance with Job Satisfaction as a mediating variable among employees of CV. Karya Manunggal, Semarang Regency. The study is motivated by the importance of maintaining a balance between employees' work and personal lives in order to improve job satisfaction and employee performance. In addition, previous studies have reported inconsistent findings regarding the relationship between work-life balance and employee performance, indicating the need for further investigation.

This research employed a quantitative approach using questionnaire surveys distributed to 75 employees of CV. Karya Manunggal, Semarang Regency. A census sampling technique was applied since all members of the population were included as respondents. Data were analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS 4 software.

The results indicate that Work-Life Balance has a positive and significant effect on Employee Performance, Work-Life Balance has a positive and significant effect on Job Satisfaction, and Job Satisfaction has a positive and significant effect on Employee Performance. Furthermore, Job Satisfaction partially mediates the relationship between Work-Life Balance and Employee Performance. These findings suggest that improving employees' work-life balance not only enhances employee performance directly but also indirectly through increased job satisfaction.

The managerial implication of this study is that organizations should implement policies that support employees' work-life balance and enhance job satisfaction through effective supervision, a supportive work environment, and proper work management in order to achieve optimal employee performance.

Keywords: Work-Life Balance, Job Satisfaction, Employee Performance, Mediation, SEM-PLS.