

## ABSTRACT

Audit Assignment that take a long time requires the Auditor to leave the family for a certain time. The demands of the non-audit assignment and the policy rotation of employees allow them to part with the family. It will bring imbalance of life - work for the auditors of BPK Perwakilan Provinsi Jawa Tengah, which has bad consequences for auditors itself and institutions, such as divorce demands and resignation. This study aims to examine and analyze the effect of work-life balance to employee performance, the effect of work-life balance to work stress and the effect of work stress on employee performance.

This study develops a model of empirical research studies using three variables, those are the work-life balance, job stress, and employee performance. Of the three variables formulated three research hypothesis. In this study the primary data obtained directly from respondents by distributing questionnaires to auditors of BPK Perwakilan Provinsi Jawa Tengah. The number of respondents that used in this study are 138 respondents. The analysis technique used is Structural Equation Modelling (SEM) with Partial Least Squares (PLS) approach. The test results showed that work-life balance is not significantly influence on employee performance. The result of the analysis showed that two of the three hypothesis was accepted.

The conclusions of this research indicate that employee work-life balance has no effect on their performance, but influence through the intervening variable. This shows that the performance of auditors in BPK Representative of Central Java province have been indirectly affected by how institutions and individuals are able to balance life and work. Work-life balance will reduce job stress and improve performance. It provides a reference for BPK Perwakilan Provinsi Jawa Tengah to be able to make policy and provide the facilities and infrastructure to maintain the work-life balance and job stress.

*Key words : work-life balance, job stress, employee performance*