

## **ABSTRACT**

# **THE EFFECT OF BURNOUT AND WORK LIFE BALANCE ON JOB SATISFACTION AND ITS IMPLICATIONS ON PERFORMANCE**

*(Survey of Nurses at Prasetya Bunda Hospital in Tasikmalaya)*

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*This study aims to determine and analyze: burnout, work life balance, job satisfaction and performance. The effect of burnout and work life balance on job satisfaction and its implications for the performance of nurses at Prasetya Bunda Hospital, either partially or simultaneously. The population in this study were nurses at Prasetya Bunda Hospital, totaling 103 people. The sampling technique in this study used a saturated sampling technique or census sampling, where all members of the population were sampled. The analysis tool uses Partial Least Square Software (SmartPLS 3.2.9). Burnout is included in the quite good category, work life balance is in the quite good category, job satisfaction is included in the quite good category and performance is included in the good category. The results showed that burnout had a significant positive effect on job satisfaction, work life balance had a significant positive effect on job satisfaction. Burnout has no significant effect on performance, work life balance has no significant effect on performance and job satisfaction has a positive effect on performance. Burnout and work life balance affect performance through job satisfaction. Burnout and work life balance simultaneously have a significant effect on job satisfaction. Burnout, work life balance and job satisfaction simultaneously affect performance.*

*Keywords: burnout, work life balance, job satisfaction, performance.*