

ABSTRACT

**THE INFLUENCE OF WORK LIFE BALANCE,
ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL CULTURE
ON EMPLOYEE PERFORMANCE**
*(Census on Organic Employees of Bank Indonesia Representative Offices in
Tasikmalaya and Cirebon)*

Compiled by:

**Dina Puji Lestari
218334036**

Guided By:

**Guide I : H. Deden Mulyana
Guide II : Yusuf Abdullah**

The objectives of this research were to find out and analyse work life balance, organizational commitment, organizational culture and employee performance at the Organic Employees of the Tasikmalaya and Cirebon Representative Offices of Bank Indonesia. As well as the influence of work life balance, organizational commitment and organizational culture on employee performance at the Organic Employees of the Tasikmalaya and Cirebon Representative Offices of Bank Indonesia.

The research method used in this study was a survey method, while the types of data used in this study were primary data and secondary data. The object of this study was Organic Employees at the Tasikmalaya and Cirebon Representative Offices of Bank Indonesia, with the sampling technique using a purposive sampling method. The data analysis technique used path analysis.

The results of this test prove that simultaneously and partially work-life balance, organizational commitment and organizational culture have a significant effect on employee performance at the Organic Employees of the Tasikmalaya and Cirebon Representative Offices of Bank Indonesia.

Keywords: Employee Performance, Organizational Culture, Organizational Commitment, Work Life Balance.

ABSTRAK

PENGARUH *WORK LIFE BALANCE*, KOMITMEN ORGANISASI, DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI (Sensus pada Pegawai Organik Kantor Perwakilan Bank Indonesia Tasikmalaya dan Cirebon)

Oleh:

**Dina Puji Lestari
218334036**

Dibawah Bimbingan:

Pembimbing I : H. Deden Mulyana

Pembimbing II: Yusuf Abdullah

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis *work life balance*, komitmen organisasi, budaya organisasi dan kinerja pegawai pada Pegawai Organik Kantor Perwakilan Bank Indonesia Tasikmalaya dan Cirebon. Serta pengaruh *work life balance*, komitmen organisasi dan budaya organisasi terhadap kinerja pegawai pada Pegawai Organik Kantor Perwakilan Bank Indonesia Tasikmalaya dan Cirebon.

Metode penelitian yang digunakan dalam penelitian ini adalah metode survey, sedangkan jenis data yang digunakan dalam penelitian ini adalah data primer dan data sekunder. Objek penelitian ini Pegawai Organik Kantor Perwakilan Bank Indonesia Tasikmalaya dan Cirebon, dengan teknik penarikan sampel menggunakan metode sampel *purposive sampling*. Teknik analisis data yang digunakan adalah analisis jalur (*path analysis*).

Hasil pengujian ini membuktikan bahwa secara simultan dan parsial *work life balance*, komitmen organisasi dan budaya organisasi berpengaruh signifikan terhadap kinerja pegawai pada Pegawai Organik Kantor Perwakilan Bank Indonesia Tasikmalaya dan Cirebon.

Kata Kunci: Budaya Organisasi, Kinerja Pegawai, Komitmen Organisasi, Kinerja Pegawai, *Work Life Balance*.