

ABSTRACT

***THE INFLUENCE OF WORK LIFE BALANCE (WLB) ON NURSE PERFORMANCE
WITH ORGANIZATIONAL COMMITMENT
AS A MEDIATION VARIABLE
(Survey of Regional Hospitals and Inpatient Health Centers in Tasikmalaya City)***

By

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This research aims to determine and analyze work life balance (WLB), organizational commitment, and the performance of nurses in hospitals and inpatient health centers in the city of Tasikmalaya; The influence of work life balance (WLB) on organizational commitment and nurse performance; The influence of organizational commitment on nurse performance; The influence of organizational commitment mediates the relationship between work life balance (WLB) and the performance of nurses in hospitals and inpatient health centers in the city of Tasikmalaya. This research was quantitative with a descriptive approach, using primary data and using partial least squares - structural equation model (PLS-SEM) analysis techniques. The results of this research conclude that: there is a significant positive influence between work life balance (WLB) on nurse performance and organizational commitment; there was positive and significant influence between organizational commitment on nurse performance; and there is a significant positive influence between work life balance (WLB) on nurse performance through organizational commitment. The implication is that a good work-life balance improves the performance of nurses in RSUD and Puskesmas Tasikmalaya City through increased organizational commitment, which results in higher quality health services.

Keywords: work life balance (WLB), organizational commitment, nurse performance.

ABSTRAK

**PENGARUH *WORK LIFE BALANCE* (WLB)
TERHADAP KINERJA PERAWAT
DENGAN KOMITMEN ORGANISASI
SEBAGAI VARIABEL MEDIASI
(Survey pada Rumah Sakit Daerah dan Puskesmas Rawat Inap
Di Kota Tasikmalaya)**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis *Work life balance* (WLB), komitmen organisasi, dan kinerja perawat pada rumah sakit dan puskesmas rawat inap di kota Tasikmalaya; Pengaruh *Work life balance* (WLB) terhadap komitmen organisasi, dan kinerja perawat; Pengaruh komitmen organisasi terhadap kinerja perawat; Pengaruh komitmen organisasi memediasi hubungan *work life balance* (WLB) dengan kinerja perawat pada rumah sakit dan puskesmas rawat inap di kota Tasikmalaya. Penelitian ini berjenis kuantitatif dengan pendekatan deskriptif, menggunakan data primer serta menggunakan teknik analisis *partial least square – structural equation model* (PLS-SEM). Hasil penelitian ini menyimpulkan bahwa: terdapat pengaruh positif signifikan antara *Work life balance* (WLB) terhadap kinerja perawat dan komitmen organisasi; terdapat pengaruh positif dan signifikan antara komitmen organisasi terhadap kinerja perawat; dan terdapat pengaruh positif signifikan antara *Work life balance* (WLB) terhadap kinerja perawat melalui komitmen organisasi. Implikasinya, *Work-life balance* yang baik meningkatkan kinerja perawat di RSUD dan Puskesmas Kota Tasikmalaya melalui peningkatan komitmen organisasi, yang menghasilkan pelayanan kesehatan yang lebih berkualitas.

Kata kunci: *work life balance* (WLB), komitmen organisasi, kinerja perawat