

## **ABSTRACT**

### **INFLUENCE OF SELF-EFFICACY, ORGANIZATIONAL CLIMATE AND WORK-LIFE BALANCE ON WORK ACHIEVEMENT THROUGH MOTIVATION AS AN INTERVENING VARIABLE**

*(Census of BJB Bank Employees in Tasikmalaya, Ciamis and Banjar Branch Offices)*

**By**

**PASCAL LAZUARDY**

**218334003**

**Advisor 1: Jajang Badruzaman.**

**Advisor 2: Ati Rosliyati.**

*This study aims to examine the influence of self-efficacy, organizational climate, and work-life balance on work motivation and performance, as well as the influence of work motivation on performance. Additionally, the study investigates the impact of self-efficacy, organizational climate, and work-life balance on performance through work motivation. The sample size for this study is 251 respondents, using a descriptive quantitative approach with primary data. The analysis technique employed is partial least square - structural equation model (PLS-SEM). The results of the study indicate that organizational climate and work-life balance have a significant positive effect on employees' work motivation, while self-efficacy does not have a significant effect. Self-efficacy, organizational climate, and work-life balance do not significantly affect performance. Work motivation has a significant positive effect on performance. Furthermore, organizational climate and work-life balance have a significant positive effect on performance through employees' work motivation, while self-efficacy does not have a significant effect.*

*Keywords: Self-Efficacy, Organizational Climate, Work-Life Balance, Work Motivation, Work Performance*