

ABSTRACT

THE EFFECT OF WORK-LIFE BALANCE, PERCEIVED ORGANIZATIONAL SUPPORT, AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE

(Case Study on Nurses at Permata Bunda Hospital)

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The purpose of this study was to analyze the effect of Work-Life Balance, Perceived Organizational Support, and Organizational Culture on Employee Performance among nurses at Permata Bunda Hospital, Tasikmalaya. Optimal employee performance was very important in the healthcare sector as it had a direct impact on service quality and patient satisfaction. This study used a quantitative approach, with data collected through questionnaires distributed to 70 nurses as respondents. The results showed that all three independent variables had a positive effect on employee performance. Work-Life Balance positively affected employee performance, indicating that the better the Work-Life Balance, the higher the employee performance. Perceived Organizational Support also had a positive effect, meaning that greater support led to better performance. Similarly, Organizational Culture had a positive impact on employee performance. These findings showed that improvements in these three aspects led to increased employee performance. Based on the research results, it was recommended that the organization improve the quality of Work-Life Balance, organizational support, and organizational culture to enhance employee performance.

Keywords: *Work-Life Balance, Perceived Organizational Support, Organizational Culture, Employee Performance*

ABSTRAK

PENGARUH *WORK-LIFE BALANCE*, *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *ORGANIZATIONAL CULTURE* TERHADAP KINERJA KARYAWAN (Kasus pada Karyawan Rumah Sakit Permata Bunda)

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Tujuan dari penelitian ini adalah untuk menganalisis pengaruh *Work-Life Balance*, *Perceived Organizational Support*, dan *Organizational culture* terhadap Kinerja Karyawan pada perawat di Rumah Sakit Permata Bunda Tasikmalaya. Kinerja karyawan yang optimal sangat penting dalam sektor pelayanan kesehatan karena berdampak langsung pada mutu layanan dan kepuasan pasien. Penelitian ini menggunakan pendekatan kuantitatif, dengan pengumpulan data melalui kuesioner yang dibagikan kepada 70 perawat sebagai responden. Hasil penelitian menunjukkan bahwa ketiga variabel independen, yaitu *Work-Life Balance* berpengaruh positif terhadap Kinerja Karyawan, yang berarti semakin tinggi *Work-Life Balance* semakin baik Kinerja Karyawan. *Perceived Organizational Support*, berpengaruh positif terhadap Kinerja Karyawan, yang berarti semakin tinggi *Perceived Organizational Support* semakin baik Kinerja Karyawan dan *Organizational Culture* berpengaruh positif terhadap kinerja karyawan. Hal ini menunjukkan bahwa semakin baik ketiga aspek tersebut, maka semakin meningkat pula kinerja karyawan. Berdasarkan hasil penelitian, disarankan agar perusahaan meningkatkan kualitas dari tiga aspek tersebut guna memperbaiki kinerja karyawan.

Kata Kunci: *Work-Life Balance*, *Perceived Organizational Support*, *Organizational Culture*, Kinerja Karyawan.