

ABSTRAK
PENGARUH WORK LIFE BALANCE, BUDAYA KERJA, DAN
KECERDASAN EMOSIONAL TERHADAP KINERJA PEGAWAI MELALUI
KEPUASAN KERJA SEBAGAI MEDIATOR

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Penelitian ini bertujuan mengetahui pengaruh *work-life balance*, budaya kerja, dan kecerdasan emosional terhadap kinerja pegawai melalui kepuasan kerja sebagai variabel mediator pada instansi pemerintahan Kecamatan Pekutatan, Kabupaten Jembrana, Provinsi Bali. Pendekatan penelitian ini adalah kuantitatif. Teknik pengambilan sampel menggunakan *non-probability sampling* dengan pendekatan *insidental sampling*, menghasilkan 133 responden yang terdiri dari PNS, P3K, P3K Paruh Waktu dan perangkat desa di Kecamatan Pekutatan beserta delapan desa. Pengumpulan data primer dilakukan melalui kuesioner *Google Form*. Teknik analisis data menerapkan *Structural Equation Modeling - Partial Least Square* (SEM-PLS) menggunakan perangkat lunak SmartPLS 3.0. Hasil penelitian menunjukkan bahwa: (1) *work-life balance* berpengaruh secara langsung terhadap kinerja pegawai (2) budaya kerja tidak memiliki pengaruh secara langsung terhadap kinerja pegawai (3) kecerdasan emosional berpengaruh secara langsung terhadap kinerja pegawai (4) kepuasan kerja berpengaruh secara langsung terhadap kinerja pegawai (5) *work-life balance* berpengaruh terhadap kinerja pegawai dimediasi melalui kepuasan kerja (6) budaya kerja berpengaruh terhadap kinerja pegawai dimediasi melalui kepuasan kerja dan (7) kecerdasan emosional berpengaruh terhadap kinerja pegawai dimediasi melalui kepuasan kerja.

Kata Kunci: *Work Life Balance*, Budaya Kerja, Kecerdasan Emosional, Kinerja Pegawai, dan Kepuasan Kerja

ABSTRACT**PENGARUH WORK LIFE BALANCE, BUDAYA KERJA, DAN KECERDASAN EMOSIONAL TERHADAP KINERJA PEGAWAI MELALUI KEPUASAN KERJA SEBAGAI MEDIATOR**

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This study aims to examine the influence of work-life balance, work culture, and emotional intelligence on employee performance, with job satisfaction as a mediating variable, at government institutions in Pekutatan District, Jembrana Regency, Bali Province. This research employs a quantitative approach. The sampling technique used was non-probability sampling with an incidental sampling method, resulting in 133 respondents consisting of civil servants (PNS), government employees with work agreements (P3K), part-time P3K employees, and village officials in Pekutatan District along with its eight villages. Primary data were collected through a questionnaire distributed via Google Form. Data analysis was conducted using Structural Equation Modeling - Partial Least Square (SEM-PLS) with SmartPLS 3.0 software. The results indicate that: (1) work-life balance has a direct effect on employee performance; (2) work culture has no direct effect on employee performance; (3) emotional intelligence has a direct effect on employee performance; (4) job satisfaction has a direct effect on employee performance; (5) work-life balance affects employee performance through the mediation of job satisfaction; (6) work culture affects employee performance through the mediation of job satisfaction; and (7) emotional intelligence affects employee performance through the mediation of job satisfaction.

Keywords: Work Life Balance, Work Culture, Emotional Intelligence, Employee Performance, and Job Satisfaction.