

**WORK-LIFE BALANCE AND JOB SATISFACTION TOWARDS EMPLOYEE
PERFORMANCE AT THE CENTER FOR DEVELOPMENT OF QUALITY
ASSURANCE OF VOCATIONAL EDUCATION (BBPPMPV) IN BUSINESS AND
TOURISM**

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ABSTRACT

The purpose of this study is to determine the effect of work-life balance and job satisfaction on the performance of employees of the Center for the Development of Vocational Education Quality Assurance (BBPPMPV) Business and Tourism both partially and simultaneously. The research method used is a quantitative method with a descriptive approach. The sampling technique used is saturated sampling technique, namely using a sample of 73 respondents from the entire population. Data analysis techniques used are instrument testing, classical assumption testing, linear regression analysis, coefficient of determination analysis, hypothesis testing. This is evidenced by the results of the work-life balance hypothesis test obtained a t-value of $8.082 > t\text{-table } 1.993$ and is strengthened by the p value $< \text{Sig.} 0.05$ or significance value < 0.05 ($0.000 < 0.05$) job satisfaction obtained a t-value of $8.109 > t\text{-table } 1.993$ and is strengthened by the p value $< \text{Sig.} 0.05$ or significance value < 0.05 ($0.000 > 0.05$). The results of the study show that work-life balance and job satisfaction simultaneously have a positive and significant effect on employee performance at the Center for the Development of Vocational Education Quality Assurance (BBPPMPV) for Business and Tourism, as shown by the multiple linear regression equation $Y = 7.984 + 0.386X_1 + 0.436X_2$. This is evidenced by the results of the simultaneous hypothesis test, which obtained the F-value ($64.666 > F\text{-table } 3.13$) and is strengthened by a significance value < 0.00 ($0.000 < 0.05$). The results of the coefficient of determination test for the work-life balance and job satisfaction variables have an influence of 63.9% on employee performance at the Center for the Development of Vocational Education Quality Assurance (BBPPMPV) for Business and Tourism. Thus, H_{03} is rejected and H_{a3} is accepted. This means that there is a significant simultaneous influence between work-life balance (X_1) and job satisfaction (X_2) on employee performance (Y).

Keywords: Work-Life Balance, Job Satisfaction, Employee Performance.

INTRODUCTION

The work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

The following are the performance achievements of employees of the Center for the Development of Vocational Education Quality Assurance (BBPPMPV) for Business and Tourism in 2022-2024.

Table 1. Employee Performance Evaluation Data in Center for the Development and Quality Assurance of Vocational Education (BBPPMPV) Business and Tourism

No	Rated aspect	Target (%)	Annual Achievement (%)			Average
			2022	2023	2024	
1	Good quality work results	100%	75.2%	70.6%	71.2%	72.33%
2	Achievement of work results according to targets	100%	79.7%	68.2%	66.3%	67.25%
3	Knowledge related to the employee's field of work	100%	78.3%	68.3%	67.4%	71.33%
4	Ability to carry out work according to work sequence	100%	74.8%	66.4%	64.6%	68.60%
5	Responsibility for work	100%	76.4%	66.6%	65.8%	69.60%
Average Achievement			76.9%	68.0%	67.1%	69.82%
Criteria			Good	Enough	Enough	Enough

Source: BBPPMPV Depok City 2025

Based on table 1.1 above, there is a decline in performance at BBPPMPV Depok City, where the performance assessment decreases every year.

Based on the aspects assessed in the item of good quality work results, the quality of good work results in 2022 reached 75.2%, in 2023 reached 70.6%, in 2024 reached 71.2% with the last 3 years with an average of 72.33%. For the achievement of work results according to the target in 2022 reached a target of 79.7%, in 2023 reached a target of 68.2% and in 2023 reached 66.3% with the last 3 years with an average of 67.25%. For knowledge related to the field of work of employees in 2022 reached 78.3%, in 2023 reached 68.3% and in 2024 reached 67.4% with the last 3 years with an average of 71.33%. The ability to carry out work according to the work sequence in 2022 reached 74.8%, in 2023 reached 66.4% and in 2024 reached 64.6% with an average of 68.60% in the last 3 years. Responsibility for work in 2022 reached 76.4%, in 2023 reached 66.6% and in 2024 reached 65.8% with an average of 69.60% in the last 3 years.

METHOD

Based on its nature, there are two types of research: quantitative and qualitative. According to Sugiyono (2020:44), quantitative research is a deductive, objective, and positive research method that incorporates numbers and quantification in data collection and analysis. Qualitative research is an inductive method for observing the behavior of social phenomena to discover the essence of the event. Based on the definition of each type of research, this research is categorized as quantitative research because the conclusions to be drawn are based on quantitative data obtained from measuring research variables using a Likert scale and then analyzed using a type of statistical method.

RESULTS AND DISCUSSION

Table 2 Significant t-test results of X1 against Y

		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	
1	(Constant)	17,230	2,613		,000
	Work Life Balance	,572	,071	,692	,000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS v.26 2025

Based on table 2, the results of the partial test of variable X1 (work-life balance) on variable Y (employee performance) show a calculated t value of 8.082 > t table 1.993 with a significance level of 0.000 < 0.05, thus it can be concluded that partially work-life balance has a positive and significant effect on employee performance.

Table 3. Significant t Test Results of X2 Against Y

		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	
1	(Constant)	14,469	2,943		,000
	Job satisfaction	,644	,079	,693	,000

Source: Data processed by SPSS v.26 2025

Based on table 3, the results of the partial test of variable X2 (job satisfaction) on variable Y (employee performance) show a calculated t value of 8.109 > t table 1.993 with a significance level of 0.000 < 0.05, thus it can be concluded that partially job satisfaction has a positive and significant effect on employee performance.

There is a partial influence of work-life balance on the performance of employees of the Center for the Development of Vocational Education Quality Assurance in the Business and Tourism Sector. The partial test results of Variable X1 (work-life balance) on variable Y (employee performance) show a calculated t value of 8.082 > t table 1.993 With a significance level of 0.000 < 0.05, thus it can be concluded that partially work-life balance has a positive and significant effect on employee performance.

There is a partial influence of job satisfaction on employee performance at the Center for the Development of Vocational Education Quality Assurance in the Business and Tourism Sector. The results of the partial test of variable X2 (job satisfaction) on variable Y (employee performance) show a calculated t value of 8.109 > t table 1.993 with a significance level of 0.000 < 0.05, thus it can be concluded that partially job satisfaction has a positive and significant effect on employee performance.

There is a simultaneous influence of work-life balance and job satisfaction on employee performance in table 4.28, it can be seen that the F count value is 64.666 > F table 3.13 with a significance level of 0.000 < 0.05. Thus, it can be said that work-life balance and job satisfaction together have a positive and significant effect on employee

performance.

CONCLUSION

Based on the research on the test (compensation) is there a partial influence Based on the research on the test (work-life balance) is there a partial influence of work-life balance on employee performance at the Center for the Development of Vocational Education Quality Assurance in the Business and Tourism Sector. The partial test results are $Y = 17.230 + 0.572 X_1$. In this test, it is concluded that work-life balance has a partial significant effect on employee performance which can be seen in t count $8.082 > 1.993$ t table With a significant level of $0.000 < 0.05$ with a positive and insignificant level of 0.000 as an increase in work-life balance which shows that every increase in work-life balance by 1 unit has an effect on employee performance by 17.230 units.

Based on research on testing (job satisfaction) whether there is a partial influence of job satisfaction on employee performance at the Center for the Development of Vocational Education Quality Assurance in the Business and Tourism Sector. The partial test results $Y = 14.469 + 0.644 X_2$. In this test it was concluded that job satisfaction has a positive and insignificant partial effect on employee performance which can be seen in the calculated t $8.109 > t$ table 1.993 with a significant level of $0.000 < 0.05$ which shows that every change in job satisfaction of 12.554 as a trigger for an increase in work value of 1 unit has an effect on an increase in performance of 14.469 units.

Based on research on testing the variables of work-life balance and job satisfaction, it simultaneously shows that there is a simultaneous influence of work-life balance and job satisfaction on employee performance, stating that if the independent variable is considered constant because it has a positive value of $Y = 7.984 + 0.386X_1 + 0.436X_2$ The variables of work-life balance and job satisfaction have a positive and insignificant effect on employee performance variables, which is indicated by the F test value of f count of $64.666 > f$ table 3.13 with a significant value of $0.000 < 0.05$, while the determination test used Adjusted R Square 0.639 which together has an effect of 63.9% while the remaining 36.1% is influenced by other factors or other variables.

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