

UNDERGRADUATE THESIS
THE IMPACT OF WORK-LIFE BALANCE AND JOB SATISFACTION
ON EMPLOYEE PERFORMANCE AT THE TABALONG REGENCY
REGIONAL SECRETARIAT



Submitted to complete the requirements in obtaining a Bachelor of Management

Degree

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BACHELOR OF MANAGEMENT DEGREE

FACULTY OF ECONOMICS AND BUSINESS

LAMBUNG MANGKURAT UNIVERSITY

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LEGALIZATION SHEET

LEGALIZATION SHEET

**THE IMPACT OF WORK-LIFE BALANCE AND JOB SATISFACTION
ON EMPLOYEE PERFORMANCE AT THE TABALONG REGENCY
REGIONAL SECRETARIAT**

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MINUTES OF UNDERGRADUATE THESIS REVISION

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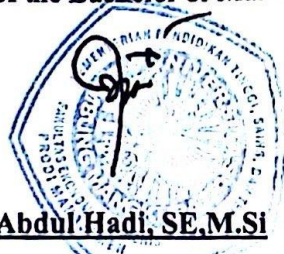
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STATEMENT OF ORIGINALITY

STATEMENT OF ORIGINALITY

With full sincerity, I, the undersigned, hereby acknowledge that this thesis is the result of my efforts and thinking. All references and assistance I have received from various sources have been honestly and properly cited. This thesis has never been published or submitted for any other purpose to any party. If it is later proven that this statement is untrue, I am fully prepared to accept any legal consequences resulting from the inaccuracy of this declaration.

Banjarmasin, July 17th 2025

The undersigned



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PREFACE

Bismillahirrahmanirrahim. Praise be to Allah SWT, for His grace and blessings, through which the researcher has been granted ease and smooth progress in completing this thesis entitled “The Impact of Work-Life Balance and Job Satisfaction on Employee Performance at the Tabalong Regency Regional Secretariat.” This thesis is prepared as one of the requirements for the completion of undergraduate studies at the Faculty of Economics and Business, Lambung Mangkurat University, within the Bachelor of Management Program..

The researcher also extends sincere gratitude to all parties who have provided support, whether in the form of material assistance or intellectual contributions, throughout the process of completing this thesis. Throughout this journey, the researcher encountered various challenges and obstacles. Nevertheless, with the help, guidance, supervision, and support from many individuals, this thesis has been successfully completed. The researcher is fully aware that this work is far from perfect and still contains several limitations. However, despite these constraints, it is hoped that this thesis may offer meaningful contributions to its readers. With utmost humility, the researcher expresses heartfelt appreciation to:

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14. To the beloved older and younger siblings of the researcher, sincere gratitude is expressed for the unwavering support, care, and encouragement provided

throughout the process of writing this thesis. Your presence has served as a constant source of motivation in the midst of challenges and fatigue.

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20. Lastly, thank you to myself for the perseverance, the best efforts made, and the unwavering determination to complete this thesis. The journey to this point has not been easy. Thank you for choosing to keep moving forward, for continuing to celebrate the self even in moments of deep doubt and hardship. May the strength to keep trying and the courage to never give up always remain. Thank you for enduring until the very end. To God, thank You for shaping a strong and independent woman. While many others may be greater, this achievement stands as a personal source of pride.

Banjarmasin, , July 17th 2025

Researcher

A handwritten signature in black ink, appearing to read 'Siti Anzely Roqama Putri'. The signature is stylized with a large initial 'S' and 'R'.

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ABSTRACT

Siti Anzely Roqama Putri (2025). The Impact Of Work-Life Balance And Job Satisfaction On Employee Performance At The Tabalong Regency Regional Secretariat. Supervisor: Dr. Rini Rahmawati, SE, MM.

This research aims to examine and analyze the influence of (1) work-life balance on employee performance at the Tabalong Regency Regional Secretariat. (2) job satisfaction on employee performance at the Tabalong Regency Regional Secretariat. (3) both work-life balance and job satisfaction on employee performance at the Tabalong Regency Regional Secretariat..

This research employs a quantitative approach and is causal in nature, aiming to examine cause-and-effect relationships between variables and the research object. The population of this study consists of all employees at the Tabalong Regency Regional Secretariat. The sampling technique used is non-probability sampling with a saturated sampling method. The respondents in this study comprise 86 employees of the Tabalong Regency Regional Secretariat. Data were collected using questionnaires, and the data analysis technique applied is multiple linear regression using the SPSS Statistics 30 software.

The results of this study prove that work-life balance has a significant partial effect on employee performance at the Regional Secretariat of Tabalong. Job satisfaction also has a significant partial effect on employee performance at the same institution. Furthermore, work-life balance and job satisfaction have a significant simultaneous effect on employee performance at the Regional Secretariat of Tabalong.

Keywords: Work Life Balance, Job Satisfaction, Employee Performance

ABSTRAK

Siti Anzely Roqama Putri (2025). Pengaruh *Work-Life Balance* dan Kepuasan Kerja terhadap Kinerja Pegawai pada Sekretariat Daerah Kabupaten Tabalong. Pembimbing: Dr. Rini Rahmawati, SE, MM.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh (1) pengaruh *work-life balance* terhadap kinerja pegawai pada pegawai Sekretariat Daerah Tabalong. (2) kepuasan kerja terhadap kinerja pegawai pada pegawai Sekretariat Daerah Tabalong. (3) *work-life balance* dan kepuasan kerja terhadap kinerja pegawai pada pegawai Sekretariat Daerah Tabalong.

Penelitian ini menggunakan pendekatan kuantitatif dan bersifat sebab dan akibat atau kausal dalam melihat hubungan variabel terhadap obyek yang diteliti. Populasi dalam penelitian ini adalah seluruh pegawai Sekretariat Daerah Tabalong. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah jenis *non-probability sampling* dengan teknik sampel jenuh. Responden pada penelitian ini berjumlah 86 orang pegawai Sekretariat Daerah Tabalong. Teknik pengumpulan data menggunakan kuesioner dan teknik analisis data yang digunakan adalah regresi linear berganda dengan aplikasi program SPSS Statistic 30.

Hasil penelitian ini membuktikan bahwa *work-life balance* berpengaruh signifikan secara parsial terhadap kinerja pegawai pada Sekretariat Daerah Tabalong. Kepuasan kerja berpengaruh signifikan secara parsial terhadap kinerja pegawai pada Sekretariat Daerah Tabalong. Serta *work-life balance* dan kepuasan kerja berpengaruh signifikan secara simultan terhadap kinerja pegawai pada Sekretariat Daerah Tabalong.

Kata Kunci: *Work-Life Balance*, Kepuasan Kerja, Kinerja Pegawai

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