

ABSTRACT
THE INFLUENCE OF WORK-LIFE BALANCE AND JOB AUTONOMY
ON EMPLOYEE PERFORMANCE WITH WORK FROM HOME (WFH)
AS A MODERATING VARIABLE
(Census of BPS Statistics/Regency/Municipality Employee
East Priangan Development Region)

By:
AMALIA LESTARI
208334027

Under the guidance of:
H. Kartawan
H. Ade Komaludin

This research aims to determine and analyze: (1) work-life balance, job autonomy, Work From Home (WFH), and employee performance (2) the effect of work-life balance, job autonomy, and Work From Home (WFH) on employee performance (3) the effect of Work From Home (WFH) in moderating the relationship between work-life balance and job autonomy on employee performance. The results showed that: (1) work-life balance, job autonomy, work from home, and employee performance were in good criteria (2) by using Partial Least Square Structural Equation Model analysis technique (PLS-SEM), work-life balance, job autonomy, and Work From Home (WFH) have a positive and significant effect on employee performance (3) Work From Home (WFH) significantly moderates negative the effect of work-life balance on employee performance, and does not significantly positive moderates the effect of job autonomy on employee performance.

Keywords: work-life balance, job autonomy, Work From Home (WFH), and employee performance

ABSTRAK
PENGARUH KESEIMBANGAN KEHIDUPAN KERJA DAN OTONOMI
KERJA TERHADAP KINERJA PEGAWAI DENGAN *WORK FROM*
***HOME* (WFH) SEBAGAI VARIABEL MODERASI**
(Sensus Pada Pegawai Badan Pusat Statistik/BPS Kabupaten/Kota
Wilayah Pengembangan Priangan Timur)

Oleh:

AMALIA LESTARI
208334027

Dibawah Bimbingan:

H. Kartawan
H. Ade Komaludin

Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) keseimbangan kehidupan kerja, otonomi kerja, *Work From Home* (WFH), dan kinerja pegawai (2) pengaruh keseimbangan kehidupan kerja, otonomi kerja, dan *Work From Home* (WFH) terhadap kinerja pegawai (3) pengaruh *Work From Home* (WFH) dalam memoderasi hubungan antara keseimbangan kehidupan kerja dan otonomi kerja terhadap kinerja pegawai. Hasil penelitian menunjukkan bahwa : (1) keseimbangan kehidupan kerja, otonomi kerja, *Work From Home*, dan kinerja pegawai ada dalam kriteria baik (2) dengan menggunakan teknik analisis *Partial Least Square Structural Equation Model* (PLS-SEM), keseimbangan kehidupan kerja, otonomi kerja, dan *Work From Home* (WFH) memiliki pengaruh positif dan signifikan terhadap kinerja pegawai (3) *Work From Home* (WFH) signifikan memoderasi secara negatif pengaruh keseimbangan kehidupan kerja terhadap kinerja pegawai, dan tidak signifikan memoderasi secara positif pengaruh otonomi kerja terhadap kinerja pegawai.

Kata kunci: keseimbangan kehidupan kerja, otonomi kerja, *Work From Home* (WFH), dan kinerja