

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh work life balance dan employe engagement terhadap employe performance dengan motivation sebagai variabel intervening pada dinas pendidikan dan kebudayaan kota padang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 94 responden. Metode analisis yang digunakan *structural equation modeling* menggunakan smartpls.

Hasil penelitian yang didapatkan Terdapat pengaruh work life balance terhadap motivation pada Dinas Pendidikan dan Kebudayaan Kota Padang. Terdapat pengaruh employe engagement terhadap motivation pada Dinas Pendidikan dan Kebudayaan Kota Padang. Terdapat pengaruh work life balance terhadap employe performance pada Dinas Pendidikan dan Kebudayaan Kota Padang. Terdapat pengaruh employe engagement terhadap employe performance pada Dinas Pendidikan dan Kebudayaan Kota Padang. Terdapat pengaruh motivation terhadap employe performance pada Dinas Pendidikan dan Kebudayaan Kota Padang. Terdapat pengaruh work life balance terhadap employe performance pada Dinas Pendidikan dan Kebudayaan Kota Padang melalui motivation. Terdapat pengaruh employe engagement terhadap employe performance pada Dinas Pendidikan dan Kebudayaan Kota Padang melalui motivation.

Kata Kunci: *Work Life Balance, Employe Engagement, Motivation dan Employe Performant*

ABSTRACT

This study aims to test how much influence work life balance and employee engagement have on employee performance with motivation as an intervening variable at the Padang City Education and Culture Office. The data collection method was through surveys and distributing questionnaires, with a sample of 94 respondents. The analysis method used structural equation modeling using smartpls.

The results of the study were obtained There is an influence of work life balance on motivation at the Padang City Education and Culture Office. There is an influence of employee engagement on motivation at the Padang City Education and Culture Office. There is an influence of work life balance on employee performance at the Padang City Education and Culture Office. There is an influence of employee engagement on employee performance at the Padang City Education and Culture Office. There is an influence of motivation on employee performance at the Padang City Education and Culture Office. There is an influence of work life balance on employee performance at the Padang City Education and Culture Office through motivation. There is an influence of employee engagement on employee performance at the Padang City Education and Culture Office through motivation.

Keywords: Work Life Balance, Employee Engagement, Motivation dan Employee Performant