

Gilang Mas Suputra, Putu (2026), Pengaruh *Work-Life Balance* dan *Performance Management* terhadap Kinerja Pegawai pada DP2KBP3A Kabupaten Buleleng, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: *Work-Life Balance*, *Performance Management*, Kinerja Pegawai, *mixed methods*, sektor publik.

Abstrak

Kinerja pegawai menentukan kemampuan instansi pemerintah dalam memberikan pelayanan publik yang konsisten. Pegawai Dinas Pengendalian Penduduk, Keluarga Berencana, Pemberdayaan Perempuan dan Perlindungan Anak (DP2KBP3A) Kabupaten Buleleng menjalankan pekerjaan administratif dan pelayanan kasus sosial yang menuntut ketelitian, ketepatan waktu, serta pengelolaan emosi. Penelitian ini bertujuan menganalisis pengaruh *Work-Life Balance* terhadap Kinerja Pegawai, pengaruh *Performance Management* terhadap Kinerja Pegawai, serta pengaruh kedua variabel tersebut secara simultan. Penelitian menggunakan *mixed methods* dengan desain sequential explanatory. Tahap kuantitatif melibatkan seluruh 85 pegawai melalui total sampling. Data dianalisis dengan regresi linier berganda menggunakan SPSS. Tahap kualitatif melibatkan lima informan yang dipilih secara purposif untuk menjelaskan temuan statistik. Hasil menunjukkan bahwa *Work-Life Balance* berpengaruh positif dan signifikan terhadap Kinerja Pegawai ($\beta = 0,540$; $t = 4,980$; $p < 0,001$). *Performance Management* juga berpengaruh positif dan signifikan terhadap Kinerja Pegawai ($\beta = 0,365$; $t = 3,364$; $p = 0,001$). Secara simultan, kedua variabel berpengaruh signifikan terhadap Kinerja Pegawai ($F = 136,881$; $p < 0,001$) dengan *Adjusted R²* sebesar 0,764. Temuan kualitatif menjelaskan bahwa fleksibilitas untuk kebutuhan keluarga, dukungan pimpinan, kejelasan Sasaran Kinerja Pegawai, dan umpan balik berkala membantu pegawai mempertahankan kinerja. Penelitian merekomendasikan evaluasi beban kerja, coaching kinerja berkala, dan dukungan psikologis bagi pegawai yang menangani kasus sensitif.

Gilang Mas Suputra, Putu (2026), The Effect of Work-Life Balance And Performance Management On Employee Performance At DP2KBP3A Buleleng Regency, Thesis, Master of Management, Postgraduate Program, Universitas Pendidikan Ganesha.

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Keywords: Work-Life Balance, Performance Management, Employee Performance, mixed methods, public sector.

Abstract

Employee performance determines the capacity of public institutions to provide consistent services. Employees of the Department of Population Control, Family Planning, Women's Empowerment, and Child Protection (DP2KBP3A) of Buleleng Regency perform administrative duties and handle sensitive social cases that require accuracy, timeliness, and emotional regulation. This study examines the effect of Work-Life Balance on Employee Performance, the effect of Performance Management on Employee Performance, and their simultaneous effect. A mixed-methods sequential explanatory design was applied. The quantitative phase involved all 85 employees through total sampling and used multiple linear regression in SPSS. The qualitative phase involved five purposively selected informants to explain the statistical findings. Work-Life Balance had a positive and significant effect on Employee Performance ($\beta = 0.540$; $t = 4.980$; $p < 0.001$). Performance Management also had a positive and significant effect ($\beta = 0.365$; $t = 3.364$; $p = 0.001$). Simultaneously, both variables significantly affected Employee Performance ($F = 136.881$; $p < 0.001$), with an Adjusted R^2 of 0.764. Qualitative findings showed that flexibility for family needs, supportive supervisors, clear employee performance targets, and regular feedback helped employees maintain their performance. The study recommends periodic workload reviews, routine performance coaching, and psychological support for employees who handle sensitive cases.