



The Role of Organizational Commitment Mediation on the Effect of Job Satisfaction and Work Life Balance on Employee Performance in Badung District Government

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ABSTRACT

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The purpose of this study was to examine and analyze the effect of job satisfaction and work life balance on employee performance through organizational commitment in the Badung Regency Government. This study uses a combination of quantitative and qualitative methods. The number of respondents in this research was 150 respondents. The collected data were analyzed using partial least square structural equation modeling (SEM-PLS). The results of this study indicate that (1) job satisfaction has an effect on employee performance, (2) work life balance has an effect on employee performance, (3) organizational commitment has no effect on employee performance, (4) job satisfaction has an effect on organizational commitment, (5) work life balance affects organizational commitment, (6) organizational commitment cannot mediate the relationship between job satisfaction and employee performance, (7) organizational commitment cannot mediate the relationship between work life balance and employee performance.

KEYWORDS:

Job satisfaction; work-life balance; organizational commitment; employee performance

INTRODUCTION

In the middle such developments fast, source Power man demanded For Can adapt with fast. Problems source Power man is important discussion, because as governing subject state order and must get proper handling If see problems in HR in Indonesia, Based on survey HR productivity in Indonesia is still belong low , where If compared to with neighboring countries such as Thailand and Malaysia. Problems like lack of source Power quality human beings , lack level formal education , lack HR skills (Saputra, 2021), constituting problem since a long time ago resolved (Larasati, 2022) , Like case in A government , in matter This Civil Servants who become wheel mover in operate vision mission that has been set A agency government , the head of the state civil service agency said that civil servants in Indonesia when This as much as 35% in category wood dead and only 19.82% deep category star (Grace, 2022) .

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Similar as happened in one of the Offices in Government Regency Badung performance employee experience increase in 2017 to 2020 however tend experience decline from 2020 to 2021, though in Law No. 5 of 2014 concerning Apparatus State Civilian (ASN) emphasized that ASN should encourage performance and priority achievement result . In the theory put forward by (Barney , 2001) Resource based view theory emphasizes optimizing HR, managing, identifying, developing and using source Power main For maximizing mark company (Saputra et al., 2019). Remember reality the enhancement HR quality in matter this (PNS) is must problem takes precedence, which one will demand creativity, integrity and commitment To use maximizing self in achievement objective agencies, because of that HR himself will become point pedestal in achievement vision mission that has been set before. Government Regency Badung is element executor affairs Local Government in the District Badung which consists of 38 units Work device area, in support achievement every vision and mission agency government, employees who will sustain in achievement objective agency, employee demanded For Can achieve the target that has been determined by the agency government to get maximizing performance (Saputra et al., 2021).

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On the side demand employee carry out objective agency must achieved, agencies must also notice well-being employee in all aspect. Job satisfaction got depicted as attitude emotional nature fun and feel love which job can raise their morale, create connection Good with colleague Work as well as increase performance (Brief & Weiss, 2017) . On Government Regency Badung is known since March 2021 addition tree income Employee cut as much as 50% (Radar Bali, 2022). Policy the strengthen exists decline performance caused by a problem level satisfaction employee. Situation / condition place work, partner work , salary / compensation received, and actions *corporate social responsibility* carried out by the company is reason he was satisfied a on- site employee Work (Robbins & Judge, 2013). it means when a employee condition place it works No convenient , partner no work fun , the salary is not in accordance desire , as well lack of not quite enough answer social company will cause employee No satisfied and will impact to performance (Saputra et al., 2022). Studies conducted previously by (Al-Ali et al., 2019) state that job satisfaction has an effect positive significant to performance employees in industry oil and gas in the United Arab Emirates (UAE), (BA Soomro & Shah, 2019) state that job satisfaction has an effect positive significant to performance employees in the business sector small medium in Pakistan. However different results obtained by (Bataneh, 2019) state that job satisfaction has an effect positive No significant to performance employees in industry pharmacy in Jordan . Related with satisfaction employee in operate his job civil servant in matter This must demanded For Can finish task nor not quite enough he replied in accordance with task principal and function of each employee. For support employee in carry out demands given, leaders and also agencies must notice condition employee in operate which tasks are given so as not to boomerang for A agency (Saputra et al., 2022). The role of a leader here is very important in help employee in give motivation when a employee experience problem Good That both internal and external external which often can impact on work , balance life work or often known with work life balance is very important thing For applied in carry out work in the office with affairs personal , so as not to cause work stress to performance employee. *Work Life Balance* becomes topic interesting talk discussed at the time this, based on survey Microsoft's New World of Work index against business involve more of 200 respondents Indonesian origin. Majority respondent as much as 93% said that they still demanded For can be contacted outside of office hours in order to be able to finish task in a manner efficient (Microsoft, 2016) . No exists the conflict that occurred in life Work nor in life personal employee the is matter important in A organization nor in life personal a employee If second role in organization nor outside organization each other support (Latupapua, 2021) . Studies conducted previously by (AA

Soomro et al., 2018) state that work life balance has an effect positive significant to performance lecturer at the College state high in Islamabad and (Bataneh, 2019) state that work life balance has an effect positive significant to performance employees in industry pharmacy in Jordan . However (Ardiansyah & Surjanti, 2020) state that work life balance has an effect positive No significant to performance PT employees Bhinneka Life Indonesia Surabaya Branch.

When it happened conflict between life on the spot work and personal resulted employee feel burdened between work office and personal to be impact to performance. With condition place work that implements work life balance, employees will feel bound with organization Then pushing it For Work hard , and most importantly employee committed is at in organization and maintenance membership (Ramadan & Marinda, 2019).

Commitment is all that matters organization , according to the Minister of Empowerment State Apparatus and Bureaucratic Reform what a shame hundreds candidate civil servants (CPNS) who passed the selection However resign self , he said the country was disadvantaged Because has emit cost big However No get source Power appropriate human resources (HR). Hope 100 civil servants who passed the test were recorded selection reception 2021 withdrew self. Also worth remembering when someone applying become Civil Servants they Actually have desire big For his job the so that There is intention and determination from somebody the For Can get type job applied for , which applicant automatic will committed and loving his job , however when employee No can get what are they expect moment first time applying self to A agency matter that's what causes it dissatisfaction employee so that matter the Can be one reason employee not enough committed to his job. Phenomenon the is frequent thing happened , no only in one agency government , in companies private, organization nor institution often experience matter which one in general _ will harm compan, commitment organization is an ongoing process Where member organization express attention to the organization as well as showing attitude high loyalty from member organization to the organization (Latupapua, 2021) . Studies previously conducted by (Otto, 2017) state that commitment organization influential positive significant to performance employee at the Regional Secretariat of Papua Province (Nasab & Afshari Hadiith, 2019), state that Commitment Organization influential positive significant to performance employee at the Department of Tourism in the Province Guilan (Iran), however results different obtained by Eliyana et al. (2019) which states that Commitment Organization influential negative and no significant to performance employee at Indonesia Port Organization II Inc.

Based on explanation such , about the importance of job satisfaction, work life balance and commitment organization in increase performance so study This want to test and

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analyze role mediation commitment organization on the effect of job satisfaction and work life balance on performance government employee _ Regency Badung .

LITERATURE REVIEW AND HYPOTHESIS

Mangkunegara and Huddin (2016) define satisfaction Work as supportive feelings or No support employee related with work or condition them. Feeling related involving work aspects like salary / wages received, opportunities development career, relationship with employee other, work, placement, position, structure organization company, quality supervision. Whereas related feelings with himself covers age, condition health, skills, and education (Wibowo, 2016), tell about satisfaction Work as predictor performance, because performance employee together with satisfaction Work own moderate influence between One each other. Feeling employees satisfied will increase performance, so effect positive for company will increase. Satisfaction perceived work employee can impact on improvement performance employee. It means satisfaction Work can felt when employee trust believe that work done fun , they feel that received salary in accordance with burden work and own same opportunity with colleague Work other For reach good position , they are feel comfortable with supervision from leader , which always is give support, help technical and motivational, that's all can increase satisfaction Work (Inuwa, 2016) . According to (Razak et al., 2018) , (Mira et al., 2019) , (Nabawi, 2019) , (Sabuhari et al., 2020) , (Reni & Triono, 2020) state that job satisfaction has an effect positive and significant to performance employee .

H1: Job satisfaction has an effect positive and significant to performance employee

According to (Greenhaus et al., 2003) defines work life balance as how far one individual involved and equal satisfied with role job and role family . When life personal employees and their jobs balance , officer will tend more focus , have positive and negative feelings _ experience stress so given dedication _ to work will the more good and impactful to enhancement performance shown by employees _ (Weerakkody & Mendis, 2017) . That also matters _ on the contrary imbalance between life personal and work will creates internal stress self employee who can impact on the decline productivity Work employee . According to (AA Soomro et al., 2018) , (Bataineh, 2019) , (Wolor et al., 2020) , (Paudel & Stapit, 2021) , (Anugrah & Priyambodo, 2021) state that work life balance has an effect positive and significant to performance employee .

H2: Work life balance has an effect positive and significant to performance employee.

Sunarto (2005) define Commitment is love and loyalty that consists From : unification with goals and values company , desire For still is at in organization and availability For Work

hard on Name organization , that is loving employees his job in something organization showing feeling comfortable, causing commitment tall For can endure , able identify objective organization and total contribution in organization place work , on some company that owns stress and load levels high work will raises pressure on employees the so that feeling employee start No love job will shake his commitment For organization vice versa, as said (Hettiararchchi & Jayarathna, 2014) state that individual with level commitment high organization will show positive behavior to organization , giving the best that he is can , sacrifice , and have level high loyalty to organization , as well own will For endure in organization , that is individual with level commitment high organization need effort For show good performance (grade performance high work). so that can said growing commitment tall will affect performance employee. According to (Otto, 2017) , (Muis et al., 2018) , (Hadian Nasab & Afshari, 2019) , (Suantara et al., 2020) , (Setyorinii, 2021) state that commitment organization influential positive and significant to performance employee

H3: Commitment organization influential positive and significant to performance employee.

Satisfaction level Work related with the commitment you have employee to organization (Robbins & Judge, 2011) . Satisfaction Work play important role in going to success organization. Satisfaction Work own share in increase commitment employee inside company where company that owns commitment high organization can seen from level satisfaction Work from employee That Alone (Putra Widyatmika & Riana, 2020) . According to (Ismail & Razak, 2016) satisfaction a employee shared into two types based on the source , that is intrinsic satisfaction and extrinsic satisfaction. Intrinsic satisfaction is something situation when a employee accept satisfaction originating work from internal factors of work , such as factor motivation (recognition , achievement , opportunity) For use and develop capacity , progress and responsibility answer). While extrinsic satisfaction is also called factor cleanliness is emanating satisfaction from compensation, interpersonal relations , supervision , policy and administration , safety and health , opportunity For Keep going growth, integration social , and others. It means when aspect employee intrinsic satisfaction and extrinsic satisfaction fulfilled, employee will feel satisfied and engendered loyalty so employee want to committed to organization. According to (Jehanzeb & Mohanty, 2018), (Talukder, 2019) , (Mwesigwa et al., 2020) , (Latupapua, 2021), (Juliarti & Anindita, 2022) state that job satisfaction has an effect positive and significant to commitment organization .

H4: job satisfaction has an effect positive and significant to commitment organization.

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Parkes and Langford (2008) say that work life balance is defined as ability individual for fulfil commitment work and family them, as well not quite enough non- work responsibilities and activities other. When balance between life work and personal employee happen , will There is trend for employee For more focus to his work , raises feeling happy and positive in operate his job (Badrianto & Ekhsan, 2021) . It means Perception positive that's what forms bond emotional employee that organization care on balance life and work employee. So from That the more balanced life personal and work employee so can increase commitment (Badrianto & Ekhsan, 2021) . According to (Oyewobi et al., 2019), (Shabir & Gani, 2020) , (Ardiansyah & Surjanti, 2020) , (Saputri & Helmy, 2021) , (Dihaq et al., 2022) state that work life balance has an effect positive and significant to commitment organization .

H5: Work life balance has an effect positive and significant to commitment organization.

Alonderine (2010) in his research add If inside aspect satisfaction Work improved like satisfaction to superiors, wages, or satisfaction to work so commitment organization like commitment normative and even commitment sustainable will appear Because suitability mark with superior or Because factor wages to be hygiene factor . Consequently , they will increase performance although with different reasons like want to do something For progress organization or for status as employee best For maintain their employment status (Rosita & Yuniati, 2016) which mentions that commitment organizational can be a mediator between satisfaction Work with performance employee, because level satisfaction Work influence level commitment member organization to organization and so on consequence, commitment organizational bring to business member organization on the job and at the level performance employee . When a employee feel become part from A organization place they work , then when so are they can give contribution and role in reach objective organization to be influence performance (Reni & Triono, 2020) with exists commitment strong organization so employee will always show increasingly performance well , then with exists commitment organization can increase connection between satisfaction Work to performance employee . According to (Mardiyana & Riana, 2019) , (Loan, 2020) , (Reni & Triono, 2020) , (Suryosukmono & Widodo, 2020) , (Kurniawan & Nurlita, 2021) state that commitment organization can mediate the effect of job satisfaction on performance employee.

H6: Commitment organization can mediate the effect of job satisfaction on performance employee.

Ardiansyah and Surjanti (2020) state influence of work life balance on performance employee more Good through

commitment organization. When balance between life work and personal employee happen , will There is trend for employee For more focus to his work , raises feeling happy and positive in operate his job (Riffay, 2019) . If Employee feel balance life personal and work in the office walk fluent so employee will feel which one is satisfied No direct will raises commitment in himself to organization and impact to increasing performance employee, According to (Oyewobi et al., 2019) , (Ardiansyah & Surjanti, 2020) , (Shabir & Gani, 2020), (Noviardy & Aliya, 2020) , (Badrianto & Ekhsan, 2021) state that commitment organization can mediate influence of work life balance on performance employee.

H7: Commitment organization can mediate influence of work life balance on performance employee.

METHODS

Study This is combination quantitative and qualitative, the type of data used that is is primary data ie form questionnaire and secondary data that is in the form of quantity data employees and goals performance employee. Population in research This that is whole civil servants in government _ Regency Badung as much as 6943. For determine amount sample used criteria (Hair et al., 2010) that is minimum ratio of observations to variable be measured is 5:1. Study This using 30 indicators measurable because. That sample in research This as many as 150 samples. In determination samples in each unit Work device (SKPD) in Government Regency Badung use method *proportionate stratified random sampling*, according to (Sugiyono, 2018) technique This can give amount sample in a manner proportional in accordance with amount population . Data analysis used in research This processed use SEM-PLS assistance 4. Then Job Satisfaction is measured using 8 indicators from (Wibowo, 2016) , (Badrianto & Ekhsan, 2019) , (Nabawi, 2019) , (Karneli et al., 2015) . Work life balance is measured with 6 indicators from (Parkes & Langford, 2008) , (Greenhaus et al., 2003), (Rahmawati, 2016) , (Oyewobi et al., 2019) . Commitment organization be measured with 7 indicators from (Lincoln & Kalleberg, 1990) , (Vizano et al., 2018) , (Hendri, 2019) and employee performance be measured with 9 indicators from (Robbins & Judge, 2013) , (Nabawi, 2019) , (Badrianto & Ekhsan, 2019) , (Hendri, 2019)

RESULTS AND DISCUSSION

Validity test all indicators used _ in study this is valid because mark more pearson correlation big than 0.3. Reliability test all variables in research This reliable Because mark cronbach's alpha is more big from 0.6

Rating average respondent to variable job satisfaction included in the very high category with an average of 4.22. This _ meaning that on average respondents own level very high satisfaction to his job. Evaluation highest in the statement "Feelings enjoy his job moment this" with an

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average of 4.38. Besides that is, assessment lowest in the statement "Get promotion in accordance with achievement " with an average of 3.96. Rating average respondent to the work life balance variable is included in the category tall with an average of 4.10. This _ meaning that on average respondents own level high balance _ between work and life personal. Evaluation highest on the statement " Have not quite enough answer to work personal and office." with an average of 4.30. Besides that is, assessment lowest on the statement " Feelings when There is problem work at home" with an average of 3.86.

Rating average respondent to variable commitment organization included in the category tall with an average of 4.14. this _ meaning that on average respondents own level

high commitment _ to his job . Evaluation highest in the statement "Feelings proud become part from company place work" with an average of 4.27. Besides that is, assessment lowest on the statement "Have the same values between employee." with an average of 3.98. Rating average respondent to variable performance employee included in the very high category with an average of 4.33. this _ meaning that on average respondents own very high performance . Evaluation highest in the statement "Responsible in carry out assigned task _ agencies " with an average of 4.54. Besides that is, assessment lowest in the statement" Amount the resulting work employee in accordance with a given target agency or even exceed it " with an average of 4.16.

Analysis Inferential

Table 1. Analysis track and test statistics

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics	P Value
X1-Y1	0.549	0.550	0.074	7,410	0.000
X1-Y2	0.561	0.556	0.103	5,467	0.000
X2-Y1	0.300	0.306	0.078	3,825	0.000
X2-Y2	0.172	0.171	0.087	1965	0.050
Y1-Y2	0.060	0.069	0.120	0.497	0.619

Source : Processed from 2022 survey data

Based on analysis paths and statistical tests in table 5 and figure 2 then obtained: Job Satisfaction has an effect positive of 0.549 against commitment organization, and relationships the significant at the 0.05 level because mark statistics more big of 1.96 ie of 7.41. Job Satisfaction has an effect positive of 0.561 against performance employees and relationships the significant at the 0.05 level because mark statistics more big of 1.96 ie of 5.48. Work life balance has an effect positive of 0.300 against commitment organization, and relationships the

significant at the 0.05 level because mark statistics more big of 1.96 ie of 3.83. Work life balance has an effect positive of 0.172 against performance employees and relationships the significant at the 0.05 level because mark statistics more big of 1.96 ie of 1.97.

Commitment organization influential positive of 0.060 against performance employees and relationships the No significant at the 0.05 level because mark statistics not enough of 1.96 ie of 0.50.

Mediation Role Test

Table 6. Influence No direct

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics	P Value
X1-Y1-Y2	0.018	0.023	0.040	0.451	0.652
X2-Y1-Y2	0.033	0.039	0.068	0.480	0.631

Source : Processed from 2022 survey data

From the mediation test results showing that commitment organization No can become mediation between job satisfaction and work life balance against performance employee.

Effect of job satisfaction on performance employee

Based on results testing about the effect of job satisfaction on performance employee point that job satisfaction has an

effect positive and significant to performance employee. Research results indicate that the more high job satisfaction then performance employee will the more high. this result in line with research conducted (Razak et al., 2018) state that job satisfaction has an effect positive significant to performance employee at the Department extinguisher Fire and Rescue Malaysia, (Mira et al., 2019) state that job satisfaction has an effect positive significant to performance

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employees at the Port Authority in Saudi, (Nabawi, 2019) state that job satisfaction has an effect positive significant to performance employee at the Department of Labor Public and Public Housing , Aceh Tamiang District , (Sabuhari et al., 2020) state that job satisfaction has an effect positive significant to performance employee at PT. Pos Indonesia, (Reni & Triono, 2020) state that job satisfaction has an effect positive significant to performance employee contract with PT Mutiara Timur Raya. this result indicate that job satisfaction has an effect to performance employee at several companies , institutions nor agency , so can it is said job satisfaction indeed Correct needed For increase performance employee .

Effect of work life balance on performance employee

Based on results testing about influence of work life balance on performance employee point that work life balance has an effect positive and significant to performance employee. Research results indicate that the more good work life balance then performance employee will the more high. this result in line with study (AA Soomro et al., 2018) state that work life balance has an effect positive significant to performance lecturer at the College state university in Islamabad, (Bataineh, 2019) state that work life balance has an effect positive significant to performance employees in industry pharmacy in Jordan , (Wolor et al., 2020) state that work life balance has an effect positive significant to performance employee millennials in Indonesia, (Paudel & Stapit, 2021) state that work life balance has an effect positive significant to performance Bank employee in Nepal, (Anugrah & Priyambodo, 2021) state that work life balance has an effect positive significant to performance employees during the Covid-19 pandemic . This result indicates an influential work life balance to performance employee at several companies, institutions nor agency, so can it is said work life balance indeed Correct needed For increase performance employee.

Influence commitment organization to performance employee

Based on results testing about influence commitment organization to performance employee point that commitment organization influential positive and no significant to performance employee. Research results indicate that hypothesis rejected Because No exists influence between commitment organization to performance employee. this result No in line with study (Otto, 2017), (Muis et al., 2018), (BA Soomro & Shah, 2019) , and (Hendri, 2019) state that commitment organization influential positive significant to performance employee . Commitment measured organization with 7 indicators that is will employee , loyalty employee, pride employee, care to organization , trust employee For accept objective organization , equality grades , and jobs over the target, not yet capable increase

performance government employee Regency Badung , p the caused Because part big ASN already aged over 40 years means the ASN part big Already own family For very difficult to earn at 40 years old to the top For look for work back , so There is nope commitment No will influence performance employee that , results study This support study (Eliyana et al., 2019) which states that Commitment Organization influential negative No significant to performance employee .

Effect of job satisfaction on commitment organization

Based on results testing about the effect of job satisfaction on commitment organization point that job satisfaction has an effect positive and significant to commitment organization. Research results indicate that the more high job satisfaction then commitment organization will the more high. this result in line with study (Jehanzeb & Mohanty, 2018) say job satisfaction has an effect positive significant to commitment organization sector employees telecommunications in Pakistan, (Talukder, 2019) states that job satisfaction has an effect positive significant to commitment organization employee sector finance in Australia, (Mwesigwa et al., 2020) states that job satisfaction has an effect positive significant to commitment organization employees at State University in Uganda, (Latupapua, 2021) states that job satisfaction has an effect positive significant to commitment organization existing employees married at PT. Maluku Malut Ambon Bank, (Juliarti & Anindita, 2022) states that job satisfaction has an effect positive significant to commitment organization employees in the broadcasting industry in Jabodetabek. This result indicating influential job satisfaction to commitment organization in several companies, institutions nor agency, so can it is said job satisfaction indeed Correct needed For increase commitment organization.

Effect of work life balance on commitment organization

Based on results testing about influence of work life balance on commitment organization point that work life balance has an effect positive and significant to commitment organization. Research results indicate that the more good work life balance then commitment organization will the more high. this result in line with study (Oyewobi et al., 2019) states that work life balance has an effect positive significant to commitment organization employee women in the company construction Nigeria, (Shabir & Gani, 2020) states that work life balance has an effect positive significant to commitment organization employee sector women _ nursing health in Jammu and Kashmir India, (Ardiansyah & Surjanti, 2020) states that work life balance has an effect positive significant to commitment organization employees at PT. Bhinneka Life Indonesia Surabaya Branch, (Saputri & Helmy, 2021) states that work life balance has an effect

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positive significant to commitment organization Non PNS employees of the Office of Manpower and Cooperatives, Small and Medium Enterprises Regency Kebumen , (Dihaq et al., 2022) state that Work Life Balance has an effect significant to Commitment Organization Generation Y Hospital Nurse. These results indicates an influential work life balance to commitment organization in several companies, institutions nor agency, so can it is said work life balance indeed Correct needed For increase commitment organization .

Mediation role commitment organization on the effect of job satisfaction on performance employee

Based on results testing about role mediation commitment organization on the effect of job satisfaction on performance employee point that commitment organization No can mediate between connection between job satisfaction against performance employee. Research results indicate that hypothesis rejected. this result No in line with study (Mardiyana & Riana, 2019) , (Loan, 2020) , (Reni & Triono, 2020) , (Suryosukmono & Widodo, 2020) , (Kurniawan & Nurlita, 2021) state commitment organization can mediate the effect of job satisfaction on performance employee . Study This showing No exists mediation commitment organization between the effect of job satisfaction on performance employee. Means commitment organization No capable explain why does job satisfaction matter to performance employee. it caused Because part big ASN already aged over 40 years means the ASN part big Already own family For very difficult to earn at 40 years old to the top For look for work back, so There is nope commitment No will influence performance employee such, and for obtain maximum performance needed job satisfaction from every employee with satisfaction high work employee will maximizing performance and also can maximizing their potential have so that objective company achieved

Mediation role commitment organization on the effect of work life balance on performance employee

Based on results testing about role mediation commitment organization on the effect of work life balance on performance employee point that commitment organization No can mediate between connection between work life balance against performance employee. Research results indicate that hypothesis rejected. this result No in line with study (Oyewobi et al., 2019) , (Ardiansyah & Surjanti, 2020) , (Badrianto & Ekhsan, 2021) state commitment organization can mediate influence of work life balance on performance employee. Study this showing No exists mediation commitment organization between influence of work life balance on performance employee. Means commitment organization No capable explain why work life balance matters to performance employee. it caused Because part big

ASN already aged over 40 years means the ASN part big Already own family For very difficult to earn at 40 years old to the top For look for work back, so There is nope commitment No will influence performance employee such, and for obtain maximum performance work life balance is needed every employee with balance work personal and office, employees will feel more satisfied and got maximizing their potential have as well as will maximizing performance so that objective company achieved

CONCLUSION

Based on results analysis on can concluded that 1) Job Satisfaction has an effect positive and significant to performance government employee Regency Badung. It means the more tall satisfaction Work in something agency so performance employee will the more increase. 2) Work Life Balance has an effect positive and significant to performance government employee _ Regency Badung. It means the more high deep work life balance something agency so performance employee will the more increase. 3) Commitment Organization influential positive and no significant to performance government employee Regency Badung. It means the more tall commitment organization in something agency so performance employee will the more increased, however enhancement the No happen in a manner real. 4) Job Satisfaction has an effect positive and significant to commitment organization in government Regency Badung. It means the more tall satisfaction Work in something agency so commitment organization will the more increase. 5) Work Life Balance has an effect positive and significant to commitment organization in government Regency Badung. It means the more high deep work life balance something agency so commitment organization will the more increase. 6) Commitment Organization No can mediate the effect of job satisfaction on performance employee Government Regency Badung. It means variable commitment organization No can explain why does job satisfaction matter to performance employee. 7) Commitment Organization No can mediate influence of work life balance on performance employee Government Regency Badung. It means variable commitment organization No can explain why work life balance matters to performance employee. Limitations Scope on research This only performed on the Apparatus Civil State Government Regency Badung. Expected in the future study can developed with No only based on One area and get develop diverse subject _ as well as variables in that study only involving job satisfaction, work life balance, and commitment organization to variable performance employee . Expected study more carry on about performance employee with add a number of variable other freedoms such as work engagement, culture organization , social support and training work , as well add variable

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discipline Work as mediation due to research This commitment No capable mediate .

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