

ABSTRAK

PENGARUH *WORK-LIFE BALANCE* TERHADAP KINERJA KARYAWAN MELALUI *MENTAL WELL-BEING* DAN *WORK ENGAGEMENT* SEBAGAI VARIABEL MEDIASI PADA KARYAWAN BPR BANK BAPAS 69 MAGELANG

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ABSTRAK

This study aims to investigate and analyze the impact of work-life balance on employee performance, with mental well-being and work engagement as mediating variables, using employees of BPR Bank Bapas 69 Magelang as the research subjects. The institution is located on Jalan Jendral Sarwo Edhie Wibowo, Magelang, Central Java. The population in this study consists of employees of BPR Bank Bapas 69 Magelang, with a total of 235 individuals. This research employs a quantitative approach, utilizing Partial Least Squares (PLS) as the analytical tool. The findings of this study demonstrate that work-life balance exerts a positive and significant influence on employee performance. Furthermore, mental well-being mediates the relationship between work-life balance and employee performance, while work engagement also acts as a mediating variable in this association. Therefore, organizations should emphasize the enhancement of work-life balance, mental well-being, and work engagement to optimize employee performance.

Kata kunci: kinerja karyawan, *mental well-being*, *work engagement*, *work-life balance*