

ABSTRAK

Tujuan dari penelitian ini yakni untuk menguji seberapa besar tingkat pengaruh *work life balance*, *work family conflict*, dan stres kerja terhadap kinerja pegawai ASN wanita pada RSUD dr. Haryoto Kabupaten Lumajang. Penelitian ini dilakukan dengan pendekatan kuantitatif dengan memanfaatkan sumber data internal. Populasi yang diteliti pegawai ASN wanita dengan sampel sebanyak 77 orang, metode teknik yang diterapkan adalah purposive sampling yang dikombinasikan dengan non-probability sampling. Analisis regresi linier berganda dilakukan dalam penelitian ini untuk menganalisis data. Hasil dari penelitian ini secara parsial (uji t) menunjukkan bahwa: 1) *work life balance* berpengaruh terhadap kinerja pegawai ASN wanita pada RSUD dr. Haryoto Kabupaten Lumajang; 2) *work family conflict* tidak berpengaruh terhadap kinerja pegawai ASN wanita RSUD dr. Haryoto Kabupaten Lumajang; 3) stres kerja tidak berpengaruh terhadap kinerja pegawai ASN wanita pada RSUD dr. Haryoto Kabupaten Lumajang.

Kata Kunci: *Work Life Balance, Work Family Conflict, Stres Kerja, Kinerja Pegawai.*



ABSTRACT

Human resource management is a discipline that studies how to optimize relationships and employee roles to achieve company goals. The purpose of this study is to examine the extent of influence of work-life balance, work-family conflict, and work stress on the performance of female ASN employees at dr. Haryoto Regional General Hospital, Lumajang Regency. This Study was Conducted with a quantitative approach by utilizing internal data sources. The population studied was 77 female ASN employees, Purposive sampling combined with non-probability sampling was the technique employed. Multiple linear regression analysis was performed in this study to analyze the data.. The results of this study partially (t-test) show that: 1) work life balance affects the performance of female ASN employees at dr. Haryoto Regional General Hospital, Lumajang Regency: 2) work family conflict does not affect the performance of female ASN employees at dr. Haryoto Regional General Hospital, Lumajang Regency: 3) work stress does not affect the performance of female ASN employees at dr. Haryoto Regional General Hospital, Lumajang Regency.

Keywords: Work Life Balance, Work Family Conflict, Work Stress, Employee Performance.

