

ABSTRAK

Organizational Culture merupakan salah satu faktor yang dapat memengaruhi *Employee Performance* melalui terciptanya keseimbangan antara kehidupan pekerjaan dan kehidupan pribadi karyawan. Dalam lingkungan perbankan, penerapan budaya organisasi menjadi bagian penting dalam mendukung pelaksanaan pekerjaan karena karyawan dituntut untuk mampu memberikan pelayanan yang baik, menyelesaikan pekerjaan sesuai dengan tanggung jawab, serta mencapai target yang telah ditetapkan. Kondisi tersebut menunjukkan bahwa budaya organisasi tidak hanya berkaitan dengan nilai dan kebiasaan yang diterapkan dalam organisasi, tetapi juga dapat berkaitan dengan kemampuan karyawan dalam menjaga keseimbangan antara tuntutan pekerjaan dan kehidupan pribadi. Penelitian ini bertujuan untuk mengetahui kondisi *Organizational Culture*, *Work Life Balance*, dan *Employee Performance* serta menganalisis pengaruh *Organizational Culture* terhadap *Employee Performance* melalui *Work Life Balance* sebagai variabel mediasi pada karyawan PT Bank Negara Indonesia (Persero) Tbk Kantor Cabang JPK Kota Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Data dikumpulkan melalui penyebaran kuesioner kepada 122 responden dan dianalisis menggunakan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS). Hasil analisis deskriptif menunjukkan bahwa *Organizational Culture* memperoleh skor rata-rata sebesar 3,00, *Work Life Balance* sebesar 3,15, dan *Employee Performance* sebesar 3,32. Selanjutnya, hasil analisis verifikatif menunjukkan bahwa *Organizational Culture* berpengaruh positif dan signifikan terhadap *Work Life Balance* dan *Employee Performance*. *Work Life Balance* juga berpengaruh terhadap *Employee Performance* serta mampu memediasi pengaruh *Organizational Culture* terhadap *Employee Performance*. Hasil penelitian menunjukkan bahwa penerapan *Organizational Culture* yang baik dapat mendukung terciptanya *Work Life Balance* yang lebih optimal, sehingga pada akhirnya dapat berkontribusi terhadap peningkatan *Employee Performance* pada karyawan PT Bank Negara Indonesia (Persero) Tbk Kantor Cabang JPK Kota Bandung.

Kata kunci: *Organizational Culture, Work Life Balance, Employee Performance.*

ABSTRACT

Organizational Culture is one of the factors that can influence Employee Performance through the establishment of a balance between employees' work and personal lives. In the banking environment, the implementation of organizational culture plays an important role in supporting work activities, as employees are required to provide good services, complete their tasks responsibly, and achieve the established targets. This condition indicates that organizational culture is not only related to the values and practices implemented within the organization, but may also be related to employees' ability to maintain a balance between work demands and personal life. This study aims to determine the conditions of Organizational Culture, Work Life Balance, and Employee Performance, as well as to analyze the effect of Organizational Culture on Employee Performance through Work Life Balance as a mediating variable among employees of PT Bank Negara Indonesia (Persero) Tbk JPK Branch Office, Bandung City. The research method used was descriptive and verificative with a quantitative approach. Data were collected through questionnaires distributed to 122 respondents and analyzed using Structural Equation Modeling-Partial Least Squares (SEM-PLS). The descriptive analysis results showed that Organizational Culture obtained an average score of 3.00, Work Life Balance of 3.15, and Employee Performance of 3.32. Furthermore, the results of the verificative analysis showed that Organizational Culture had a positive and significant effect on Work Life Balance and Employee Performance. Work Life Balance also had an effect on Employee Performance and was able to mediate the effect of Organizational Culture on Employee Performance. The results indicate that the proper implementation of Organizational Culture can support the achievement of a more optimal Work Life Balance, which can ultimately contribute to improving Employee Performance among employees of PT Bank Negara Indonesia (Persero) Tbk JPK Branch Office, Bandung City.

Keywords: *Organizational Culture, Work Life Balance, Employee Performance.*