

ABSTRAK

Nama : Suci Faiza
Program Studi : Manajemen
Judul : Pengaruh Work-Life Balance, Teacher Satisfactions, Teacher Commitment Dan Teacher Well-Being Terhadap Kinerja Pada Wanita Karir (Studi Pada Guru Smp Kota Lhokseumawe)

Penelitian ini difokuskan untuk mengetahui apakah *work-life balance*, *teacher satisfaction*, *teacher commitment*, dan *teacher well-being* berpengaruh signifikan terhadap Kinerja guru wanita karir di SMP Negeri Kota Lhokseumawe. Keempat variabel tersebut dianalisis guna melihat sejauh mana faktor internal dan eksternal dapat memengaruhi kinerja guru secara signifikan. Penelitian ini menggunakan pendekatan kuantitatif dan pengambilan data menggunakan kuisioner. Pada penelitian ini, data yang telah dikumpulkan akan diolah dan dianalisis menggunakan metode *Structural Equation Modelling* (SEM). Objek dalam penelitian ini adalah guru yang mengajar di lingkungan SMP Negeri di Kota Lhokseumawe, yang mencakup SMP Negeri 1 Lhokseumawe, dan SMP Negeri 13 Lhokseumawe. Hasil penelitian menunjukkan bahwa *Work-Life Balance* dan *Teacher Well-Being* tidak berpengaruh signifikan terhadap Kinerja guru di SMP Negeri Kota Lhokseumawe, sedangkan *Teacher Satisfaction* dan *Teacher Commitment* berpengaruh signifikan. Perbedaan dengan penelitian terdahulu dipengaruhi faktor objek, sampel, serta konteks wanita karir. Temuan menegaskan pentingnya kepuasan dan komitmen guru dalam meningkatkan kinerja. Penelitian menunjukkan *Work-Life Balance* dan *Teacher Well-Being* tidak berpengaruh signifikan terhadap kinerja guru, sedangkan *Teacher Satisfaction* dan *Teacher Commitment* berperan penting. Kepuasan kerja meningkatkan motivasi, sementara komitmen mendorong tanggung jawab dan dedikasi. Kesejahteraan psikologis guru tidak dominan memengaruhi performa, sehingga faktor kepuasan dan komitmen lebih menentukan peningkatan kinerja tenaga pendidik.

Kata Kunci : *Work-life balance, Teacher Well-Being, Teacher Satisfaction, Kinerja.*

ABSTRACT

Name : Suci Faiza
Study Program : Manajemen
Judul : *The Influence of Work-Life Balance, Teacher Satisfaction, Teacher Commitment, and Teacher Well-Being on Performance Among Career Women (A Study of Junior High School Teachers*

This research focuses on examining whether work-life balance, teacher satisfaction, teacher commitment, and teacher well-being significantly influence the performance of female career teachers at public junior high schools (SMP Negeri) in Lhokseumawe. These four variables were analyzed to determine the extent to which internal and external factors significantly affect teacher performance. This study employed a quantitative approach with data collected through questionnaires. The collected data were processed and analyzed using the Structural Equation Modeling (SEM) method. The research objects were teachers teaching at SMP Negeri in Lhokseumawe, specifically SMP Negeri 1 Lhokseumawe and SMP Negeri 13 Lhokseumawe. The results show that work-life balance and teacher well-being do not have a significant effect on teacher performance, while teacher satisfaction and teacher commitment do have a significant influence. Differences with previous studies are due to variations in the research objects, sample sizes, and the focus on female career teachers. The findings emphasize the importance of teacher satisfaction and commitment in improving performance. The study indicates that while work-life balance and teacher well-being do not significantly impact performance, teacher satisfaction and teacher commitment play a crucial role. Job satisfaction enhances motivation, while commitment fosters responsibility and dedication. Teacher well-being does not directly dominate performance, suggesting that satisfaction and commitment are more decisive factors in improving teacher performance.

Keywords: *Work-life balance, Teacher Well-Being, Teacher Satisfaction, Performance.*