ABSTRAK

Nama	:	RAIHAN MUTIA
Program Studi	:	Program Magister Ilmu Manajemen
Judul	:	PENGARUH *WORK LIFE BALANCE* DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN BANK SYARIAH INDONESIA (BSI) AREA LHOKSEUMAWE DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING

Penelitian ini bertujuan untuk menganalisis pengaruh *work-life balance* dan pengembangan karir terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada Bank Syariah Indonesia (BSI) Area Lhokseumawe. Populasi penelitian adalah seluruh karyawan BSI Area Lhokseumawe yang berjumlah 131 orang. Sampel penelitian ditentukan dengan pendekatan *purposive sampling* sebanyak 120 responden. Pengumpulan data dilakukan melalui kuesioner dengan skala *Likert*. Analisis data menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan perangkat lunak SmartPLS 4. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh signifikan terhadap kepuasan kerja, pengembangan karir berpengaruh signifikan terhadap kepuasan kerja, *work-life balance* berpengaruh signifikan terhadap kinerja karyawan, pengembangan karir berpengaruh signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan, kepuasan kerja memediasi pengaruh *work-life balance* terhadap kinerja karyawan, kepuasan kerja memediasi pengaruh pengembangan karir terhadap kinerja karyawan. Temuan ini mengonfirmasi bahwa kepuasan kerja berperan sebagai mediasi parsial dalam hubungan antara *work-life balance* dan pengembangan karir terhadap kinerja karyawan.

Kata Kunci: W*ork-life balance*, Pengembangan Karir, Kepuasan Kerja, Kinerja Karyawan, Bank Syariah Indonesia

ABSTRACT

Name	:	RAIHAN MUTIA
Study Programs	:	Program Magister Ilmu Manajemen
Title	:	*THE EFFECT OF WORK-LIFE BALANCE AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE OF BANK SYARIAH INDONESIA (BSI) AREA LHOKSEUMAWE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE. THESIS, MASTER OF MANAGEMENT SCIENCE PROGRAM, FACULTY OF ECONOMICS AND BUSINESS, MALIKUSSALEH UNIVERSITY*

This study aims to analyze the effect of work-life balance and career development on employee performance with job satisfaction as an intervening variable at Bank Syariah Indonesia (BSI) Area Lhokseumawe. The research population was all employees of BSI Area Lhokseumawe totaling 131 people. The research sample was determined using purposive sampling technique with 120 respondents. Data collection was conducted through a questionnaire with a Likert scale. Data analysis used Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4 software. The results showed that work-life balance has a positive and significant effect on job satisfaction, career development has a positive and significant effect on job satisfaction, work-life balance has a positive and significant effect on employee performance, career development has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, job satisfaction mediates the effect of work-life balance on employee performance, job satisfaction mediates the effect of career development on employee performance. These findings confirm that job satisfaction serves as a partial mediation in the relationship between work-life balance and career development on employee performance.

Keywords: *Work-life balance, Career Development, Job Satisfaction, Employee Performance, Bank Syariah Indonesia*