ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Work-Life Balance*, *Human Capital Management*, dan *Job Satisfaction* terhadap *Employee Performance* pada pegawai Dinas Pemberdayaan Perempuan, Perlindungan Anak, Pengendalian Penduduk, dan Keluarga Berencana (DP3AP2KB) Kota Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner kepada seluruh pegawai sebagai responden. Data dianalisis menggunakan analisis regresi linear berganda yang didahului dengan uji validitas, uji reliabilitas, serta uji asumsi klasik. Hasil penelitian menunjukkan bahwa Work-Life Balance berpengaruh positif dan signifikan terhadap Employee Performance. Human Capital Management juga terbukti memberikan pengaruh positif dan signifikan terhadap Employee Performance melalui peningkatan kompetensi, pelatihan, dan pengembangan pegawai. Selain itu, Job Satisfaction berpengaruh positif dan signifikan terhadap Employee Performance, yang menunjukkan bahwa pegawai yang memiliki tingkat kepuasan kerja tinggi cenderung menunjukkan kinerja yang lebih optimal. Secara simultan, ketiga variabel independen tersebut berpengaruh signifikan terhadap Employee Performance pada DP3AP2KB Kota Lhokseumawe. Temuan penelitian ini diharapkan dapat menjadi masukan bagi instansi dalam merumuskan kebijakan pengelolaan sumber daya manusia untuk meningkatkan kualitas kinerja pegawai.

Kata Kunci: *Work-Life Balance, Human Capital Management, Job Satisfaction, Employee Performance.*

ABSTRACT

This study aims to examine the effect of Work-Life Balance, Human Capital Management, and Job Satisfaction on Employee Performance at the Office of Women's Empowerment, Child Protection, Population Control, and Family Planning (DP3AP2KB) of Lhokseumawe City. This research employed a quantitative approach using a survey method by distributing questionnaires to all employees as research respondents. The collected data were analyzed using multiple linear regression analysis, preceded by validity, reliability, and classical assumption tests. The findings reveal that Work-Life Balance has a positive and significant effect on Employee Performance. Human Capital Management also has a positive and significant influence on Employee Performance through competency development, training, and employee career enhancement. Furthermore, Job Satisfaction significantly and positively affects Employee Performance, indicating that employees with higher job satisfaction tend to demonstrate better work performance. Simultaneously, Work-Life Balance, Human Capital Management, and Job Satisfaction significantly influence Employee Performance at DP3AP2KB Lhokseumawe City. The results of this study are expected to provide practical implications for improving human resource management policies to enhance employee performance and organizational effectiveness.

Keywords: Work-Life Balance, Human Capital Management, Job Satisfaction, Employee Performance.