

## RINGKASAN

Penelitian ini merupakan penelitian kuantitatif dengan metode survey pada perawat di RSUD Prof. Dr. Margono Soekarjo yang berada di Purwokerto. Penelitian ini berjudul “Pengaruh *Work-Life Balance* dan *Emotional Exhaustion* terhadap *In-role Performance* dengan Komitmen Afektif sebagai Variabel Mediasi (Studi pada perawat RSUD Prof. Dr. Margono Soekarjo)”.

Tujuan penelitian ini adalah untuk mengetahui pengaruh *work-life balance* dan *emotional exhaustion* terhadap *in-role performance* dengan komitmen afektif sebagai variabel mediasi pada perawat RSUD Prof. Dr. Margono Soekarjo. Populasi dalam penelitian ini adalah perawat pada RSUD Prof. Dr. Margono Soekarjo. Jumlah responden yang diambil dalam penelitian ini adalah 90 responden dengan menggunakan *purposive sampling method* dalam penentuan responden.

Berdasarkan hasil penelitian dan data analisis dengan menggunakan Regresi Linear Berganda, Uji VAF dan Uji Kausal Step menunjukkan bahwa: (1)*Work-life Balance* tidak berpengaruh signifikan terhadap *In-role Performance*, (2)*Work-life Balance* tidak berpengaruh signifikan terhadap Komitmen Afektif, (3)*Emotional Exhaustion* berpengaruh negatif terhadap *In-role Performance*, (4)*Emotional Exhaustion* berpengaruh negatif terhadap Komitmen Afektif, (5)Komitmen Afektif berpengaruh positif terhadap *In-role Performance*, (6)Komitmen Afektif tidak memediasi hubungan antara *Work-life Balance* dan *In-role Performance*, (7)Komitmen Afektif memediasi hubungan antara *Emotional Exhaustion* dan *In-role Performance*.

Implikasi pada penelitian ini yaitu dalam upaya meningkatkan *in-role performance* para perawat, pihak manajemen RSUD Prof. Dr. Margono Soekarjo sebaiknya memperhatikan *emotional exhaustion* para perawat agar dapat meningkatkan komitmen afektifnya dan tetap menjaga *work-life balance* dengan memberikan *rewards* kepada perawat teladan, memberikan perhatian dan pengawasan, memberikan motivasi dan pelatihan, dan memberikan tupoksi pekerjaan yang sesuai. Dengan begitu, perawat akan merasa senang dan secara sukarela bekerja di rumah sakit tempat mereka bekerja. Akibatnya, timbul *in-role performance* yang baik dari para perawat.

Kata Kunci: *Work-life Balance*, *Emotional Exhaustion*, *In-role Performance*, Komitmen Afektif.

## SUMMARY

*This research is a quantitative research with a survey method on nurses in RSUD Prof. Dr. Margono Soekarjo in Purwokerto. This study entitled is "The Effect of Work-Life Balance and Emotional Exhaustion on In-role Performance with Affective Commitment as a Mediation Variable (Study on nurses at Prof. Dr. Margono Soekarjo Hospital)".*

*The purpose of this study was to determine the effect of work-life balance and emotional exhaustion on in-role performance with affective commitment as a mediating variable on nurses at RSUD Prof. Dr. Margono Soekarjo. The population in this study were nurses at Prof. Hospital. Dr. Margono Soekarjo. The number of respondents taken in this study were 90 respondents using purposive sampling method in determining respondents.*

*Based on the results of research and data analysis using Multiple Linear Regression, VAF Test and Causal Step Test shows that: (1) Work-life Balance has no significant effect on In-role Performance, (2) Work-life Balance has no significant effect on Affective Commitment, (3) Emotional Exhaustion has a negative effect on In-role Performance, (4) Emotional Exhaustion has a negative effect on Affective Commitment, (5) Affective Commitment has a positive effect on In-role Performance, (6) Affective Commitment does not mediate the relationship between Work-life Balance and In-role Performance, (7) Affective Commitment mediates the relationship between Emotional Exhaustion and In-role Performance.*

*The implication of this research is to improve the in-role performance of nurses, the management of Prof. Hospital Prof. Dr. Margono Soekarjo should pay attention to the emotional exhaustion of nurses in order to increase their affective commitment and maintain work-life balance by giving rewards to exemplary nurses, providing attention and supervision, providing motivation and training, and providing appropriate job duties. That way, nurses will feel happy and voluntarily work in the hospital where they work. As a result, good in-role performance arises from nurses.*

*Keywords: Work-life Balance, Emotional Exhaustion, In-role Performance, Affective Commitment.*