

RINGKASAN

Penelitian ini membahas Tentang Kinerja Pegawai Sektor Publik pada Sekretariat Daerah Kabupaten Banyumas, dimana Kabupaten Banyumas memiliki banyak prestasi terkait pelayanan publik, namun banyaknya jabatan pada dinas di Kabupaten Banyumas yang masih kosong tetapi masih dapat berjalan dengan baik, yang secara tidak langsung hal ini membuktikan bahwa kinerja pegawai sektor publik di Kabupaten Banyumas sudah sangat baik dalam melakukan pelayanan maupun inovasi. Di Sekretariat Daerah Kabupaten Banyumas, penerapan *work life balance* sudah sedikit banyak dirasakan oleh pegawai sektor publik. Namun, masih terdapat posisi kosong dalam pemerintahan yang menyebabkan pelimpahan pekerjaan dan ketidakstabilan pegawai. Kinerja pegawai di Sekretariat Daerah Kabupaten Banyumas masih terdapat beberapa yang masuk kedalam predikat perlu perbaikan. Penyebab pegawai tersebut tidak dapat mencapai target kinerja dikarenakan target kinerja tidak tercapai, perilaku bawahan tidak loyal terhadap pimpinan, tidak bertanggungjawab terhadap pekerjaan dan tingkat kedisiplinan rendah. Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance*, motivasi kerja, dan disiplin kerja terhadap kinerja pegawai, serta memberikan kontribusi teoritis dan praktis dalam meningkatkan kinerja pegawai sektor publik.

Penelitian ini menggunakan metode kuantitatif dengan alat analisis SmartPLS untuk menguji *Work Life Balance*, motivasi kerja, dan disiplin kerja. Dengan jumlah populasi sebanyak 117 dan sampel pada penelitian ini sebesar 3.75% sehingga mendapati 100 responden. Data penelitian ini diambil dan dikumpulkan menggunakan kuesioner.

Hasil penelitian ini menunjukkan bahwa *Work Life Balance* berpengaruh positif signifikan terhadap kinerja pegawai. Motivasi Kerja berpengaruh positif signifikan terhadap kinerja pegawai. Disiplin Kerja tidak berpengaruh positif signifikan terhadap kinerja pegawai. Secara keseluruhan, *work life balance*, motivasi kerja, dan disiplin kerja secara bersama-sama berpengaruh kuat terhadap kinerja pegawai Sekretariat Daerah Kabupaten Banyumas.

Kata Kunci : disiplin kerja, kinerja pegawai, motivasi kerja, *work life balance*

SUMMARY

This research discusses the performance of public sector employees at the Regional Secretariat of Banyumas Regency, where Banyumas Regency has many achievements related to public services, but many positions in the department in Banyumas Regency are still vacant but can still run well, which indirectly proves that The performance of public sector employees in Banyumas Regency is very good in providing services and innovation. At the Banyumas Regency Regional Secretariat, the implementation of work life balance has been felt more or less by public sector employees. However, there are still vacant positions in government which causes job spillovers and employee instability. The performance of employees at the Banyumas Regency Regional Secretariat still has some who are included in the predicate needing improvement. The reason these employees cannot achieve performance targets is because performance targets are not achieved, subordinates' behavior is not loyal to their leaders, they are not responsible for their work and the level of discipline is low. This research aims to analyze the influence of work life balance, work motivation, and work discipline on employee performance, as well as providing theoretical and practical contributions in improving the performance of public sector employees.

This research uses quantitative methods with the SmartPLS analysis tool to test Work Life Balance, work motivation and work discipline. With a population of 117 and a sample size of 3.75% in this study, there were 100 respondents. This research data was taken and collected using a questionnaire.

The results of this research show that Work Life Balance has a significant positive effect on employee performance. Work Motivation has a significant positive effect on employee performance. Work Discipline does not have a significant positive effect on employee performance. Overall, work life balance, work motivation and work discipline together have a strong influence on the performance of Banyumas Regency Regional Secretariat employees.

Keywords : work discipline. employee performance, work, work motivation, , work life balance