

ABSTRACT

This study was conducted to determine the effect of work-life balance on the performance of employees in Koperasi Unit Desa Brondong Lamongan. The purpose of this research is to know and review about work-life balance of employees, to know and assess about employee's performance, and to know and examine the influence that occurs between employee work-life balance with the performance produced at Koperasi Unit Desa Brondong Lamongan.

The research method used is quantitative method with descriptive research type. Sampling was done by simple random sampling method, with 57 respondents. Data analysis techniques used are descriptive analysis and multiple linear regression analysis.

The result of this research shows that partial influence on each work-life balance variable is time balance variable (X1) is 2,312, variable of involvement equilibrium (X2) is 5,168, and variable of equilibrium balance (X3) is 2,496 which means $t_{count} \geq t_{table}$ with value t_{table} is 2,002 so declared each work-life balance variable by partially significant effect on employee performance. Then, this research also shows the effect simultaneously that yield value of F_{count} is 32,937 which mean bigger than F_{table} that is 2,78 so that stated by simultant variable work-life balance have significant effect to employee performance. Value of determination coefficient in this research is 65,1% which mean work-life balance variable give influence equal to 65,1% to employee performance. Meanwhile, the remaining 34.9% is a contribution of other variables that are not examined in this study.

The conclusion of this study, work-life balance in Koperasi Unit Desa Brondong Lamongan into good category, but there are some items that need to be improved such as attention given superior to subordinates, and giving rewards to employees.

Keywords : *Work-life balance, time balance, balance of engagement, balance of satisfaction, employee performance.*