

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh job crafting dan work life integration terhadap kinerja pegawai melalui kepuasan kerja pada Dinas Sosial Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Lumajang. Penelitian ini menggunakan pendekatan kuantitatif dengan desain explanatory research untuk menguji hubungan kausal antar variabel. Populasi penelitian terdiri dari 113 responden yang meliputi 55 pegawai Dinsos dan 58 TAGANA (Taruna Siaga Bencana). Teknik sampling jenuh digunakan sehingga seluruh populasi dijadikan sampel penelitian untuk memperoleh hasil yang lebih akurat dan komprehensif. Data dikumpulkan menggunakan kuesioner dan dianalisis dengan metode Structural Equation Modeling (SEM) melalui aplikasi WarpPLS 8.0. Hasil penelitian menunjukkan bahwa job crafting berpengaruh positif dan signifikan terhadap kepuasan kerja dan kinerja pegawai. Work life integration juga berpengaruh positif dan signifikan terhadap kepuasan kerja dan kinerja pegawai. Kepuasan kerja terbukti berpengaruh positif dan signifikan terhadap kinerja pegawai. Analisis mediasi menunjukkan bahwa kepuasan kerja memediasi secara parsial pengaruh job crafting terhadap kinerja pegawai, dengan pengaruh langsung yang lebih dominan. Sebaliknya, kepuasan kerja berperan sebagai mediator kunci dalam hubungan work life integration dengan kinerja pegawai, di mana pengaruh tidak langsungnya lebih besar dibandingkan pengaruh langsungnya. Temuan ini menegaskan pentingnya pengembangan program job crafting dan implementasi kebijakan work life integration yang komprehensif, serta penguatan sistem manajemen kepuasan kerja sebagai strategi untuk meningkatkan kinerja pegawai di organisasi sektor publik.

**Kata kunci:** job crafting, work life integration, kepuasan kerja, kinerja pegawai, sektor publik

## ABSTRACT

*This study aims to analyze the effect of job crafting and work life integration on employee performance through job satisfaction at the Social Service, Women's Empowerment and Child Protection Office of Lumajang Regency. This research employs a quantitative approach with an explanatory research design to examine causal relationships among variables. The research population consists of 113 respondents comprising 55 Social Service employees and 58 TAGANA (Disaster Preparedness Cadets). A saturated sampling technique was used so that the entire population was used as the research sample to obtain more accurate and comprehensive results. Data were collected using questionnaires and analyzed using the Structural Equation Modeling (SEM) method through the WarpPLS 8.0 application. The results show that job crafting has a positive and significant effect on job satisfaction and employee performance. Work life integration also has a positive and significant effect on job satisfaction and employee performance. Job satisfaction is proven to have a positive and significant effect on employee performance. Mediation analysis reveals that job satisfaction partially mediates the effect of job crafting on employee performance, with direct effects being more dominant. Conversely, job satisfaction plays a key mediating role in the relationship between work life integration and employee performance, where the indirect effect is greater than the direct effect. These findings emphasize the importance of developing job crafting programs and implementing comprehensive work life integration policies, as well as strengthening job satisfaction management systems as strategies to improve employee performance in public sector organizations.*

**Keywords:** *job crafting, work life integration, job satisfaction, employee performance, public sector*