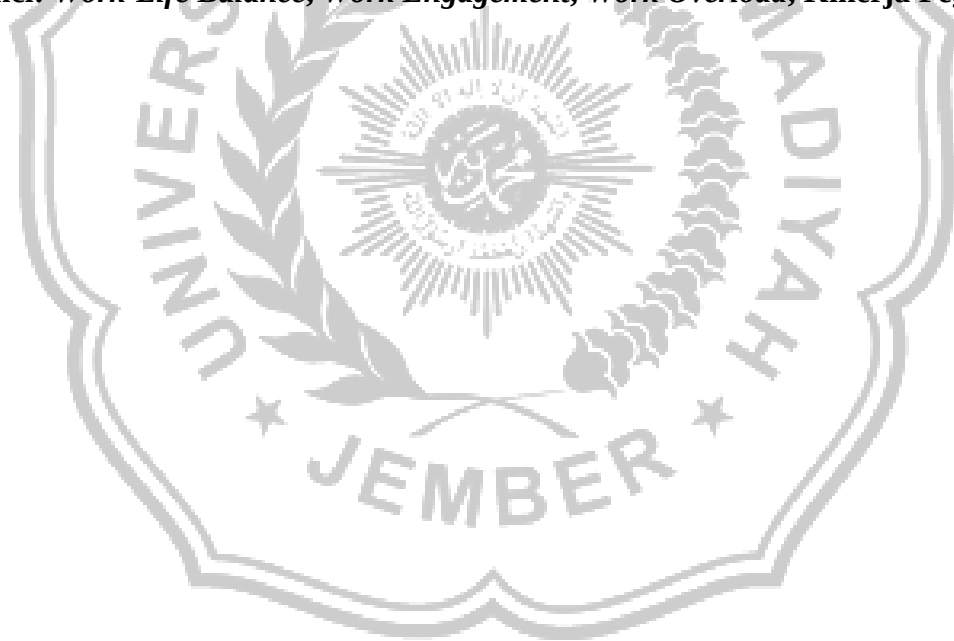


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *work-life balance*, *work engagement*, dan *work overload* terhadap kinerja pegawai di Puskesmas Prajekan sebagai unit pelayanan kesehatan masyarakat. Pendekatan penelitian yang digunakan adalah kuantitatif dengan instrumen penelitian berupa kuesioner yang disusun berdasarkan indikator teoritis masing-masing variabel. Populasi penelitian terdiri dari seluruh 65 karyawan Puskesmas Prajekan, dan metode sampling yang digunakan adalah sampling jenuh, sehingga seluruh populasi menjadi responden. Analisis data meliputi uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda, dan uji hipotesis. Hasil penelitian menunjukkan bahwa *work-life balance* memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, *work engagement* memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, sementara *work overload* memiliki pengaruh negatif yang signifikan terhadap kinerja pegawai. Temuan ini menekankan pentingnya mengelola *work-life balance* dan *work engagement* sebagai determinan utama kinerja, sekaligus memberikan bukti empiris bahwa *work overload* dapat mengurangi efektivitas dan produktivitas pegawai.

Kata kunci: *Work-Life Balance, Work Engagement, Work Overload, Kinerja Pegawai*



ABSTRACT

This research aims to analyze the influence of work-life balance, work engagement, and work overload on employee performance at Prajekan Public Health Center as a public health service unit. The research approach used is quantitative with research instruments in the form of questionnaires compiled based on the theoretical indicators of each variable. The research population consisted of all 65 employees of the Prajekan Public Health Center, and the sampling method used was saturated sampling, so that the entire population became respondents. Data analysis included validity and reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis testing. The results showed that work-life balance had a positive and significant effect work engagement had a positive and significant effect on employee performance, while work overload had a significant negative effect on employee performance. These findings emphasize the importance of managing work-life balance and work engagement as key determinants of performance, while providing empirical evidence that work overload can reduce employee effectiveness and productivity.

Keywords: *Work-Life Balance, Work Engagement, Work Overload, Employee Performance*

