

ABSTRACT

Employee performance is an important element in an organization. With good employee performance, an organization is able to achieve its goals and has a good competitive ability. Various things can be sought to improve employee performance. One of them is by paying attention to work-life balance. This study aims to determine the effect of work-life balance on employee performance with work motivation and organizational commitment as an intervening variable in career mothers.

A survey was used to collect data from a convenient sample of 69 registered teacher in 7 Islamic elementary schools (SD Islam Terpadu) in Sleman Data analysis was performed using Partial Least Square (PLS).

The result of this study demonstrates that work-life balance has a positive effect on work motivation, employee performance and organizational commitment. Work motivation correspondingly has a positive effect on employee performance. However, organizational commitment does not influence employee performance. This research implies that organizations must pay attention to the women career's work-life balance in order to increase organizational commitment, work motivation and employee performance with policies that support to improve work-life balance such as counseling, appreciation for the performance that has been achieved.

Keywords: work-life balance, work motivation, employee performance, organizational commitment, Partial Least Square (PLS)