

ABSTRACT

This study aims to analyze the effect of workload on employee work productivity with work-life balance as a mediating variable at the Regional Financial, Revenue, and Asset Management Agency (BPKPAD) of Klaten Regency. This study employed a quantitative approach using a saturated sampling technique involving all 64 employees of BPKPAD Klaten Regency. Data were collected through questionnaires and analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with SmartPLS 4.1.1.6.

The results show that workload does not have a significant effect on employee work productivity, with a path coefficient of -0.189, a t-statistic of 1.533, and a p-value of 0.063. In contrast, workload has a negative and significant effect on work-life balance, with a path coefficient of -0.644, a t-statistic of 8.718, and a p-value of 0.000, while work-life balance has a positive and significant effect on employee work productivity, with a path coefficient of 0.670, a t-statistic of 5.771, and a p-value of 0.000. The indirect effect of workload on work productivity through work-life balance is also negative and significant, with a coefficient of -0.432, a t-statistic of 4.519, and a p-value of 0.000, indicating that work-life balance acts as a full mediator.

Based on the findings of this study, work-life balance was found to serve as a full mediator in the relationship between workload and employee productivity at BPKPAD Klaten Regency, indicating that an increase in workload does not directly reduce employee productivity, but instead first affects the balance between employees' work and personal lives. Therefore, the main contribution of this study is to demonstrate that, in public sector human resource management, improvements in productivity can be achieved more effectively through strengthening work-life balance, setting work priorities appropriately, distributing tasks proportionally, and providing adequate organizational support, rather than relying solely on the direct control of workload.

Keywords: Workload, Employee Work Productivity, Work-Life Balance