

ABSTRACT

THE EFFECT OF WORK LIFE BALANCE AND COMPENSATION ON VILLAGE OFFICE WORK PERFORMANCE IN KEDUNGLUMPANG VILLAGE

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This study aims to analyze the influence of work-life balance and compensation on the job performance of village officials in Kedunglumpang Village. The research problem addresses the suboptimal performance of village officials, which is suspected to be influenced by the imbalance between work and personal life, as well as dissatisfaction with the current compensation system. This study uses a quantitative approach with a survey method by distributing questionnaires to the entire population of 30 village officials, applying a saturated sampling technique.

Data analysis was conducted using multiple linear regression with SPSS version 30. The results show that work-life balance and compensation simultaneously have a significant effect on job performance. Partially, compensation has a more dominant influence compared to work-life balance, as indicated by a higher regression coefficient value.

Based on these findings, it is recommended that the village government pay more attention to establishing a fair and adequate compensation scheme and promote a work system that supports the balance between work and personal life for village officials. Such efforts are believed to enhance motivation and work productivity and improve public service delivery to the community.

Keywords: *Work-Life Balance, Compensation, Job Performance, Village Officials, Multiple Linear Regression*