

(Rahmatul Zikri Khairi / 1900861201126 / 2025 / Pengaruh Work Life Balance dan Latar Belakang Pendidikan terhadap Kinerja Pegawai di Puskesmas Rantau Limau Manis, Kecamatan Tabir Ilir, Kabupaten Merangin / Dosen I: Ubaidillah, SE., MM. / Dosen II: Rasdi, S.Pd., MM.)

Work life balance dan latar belakang pendidikan memiliki peran yang sangat penting terhadap kinerja pegawai. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan work life balance, latar belakang pendidikan, dan kinerja pegawai di Puskesmas Rantau Limau Manis, Kecamatan Tabir Ilir, Kabupaten Merangin, serta menganalisis pengaruh work life balance dan latar belakang pendidikan terhadap kinerja pegawai baik secara simultan maupun parsial.

Metode penelitian yang digunakan adalah deskriptif dan kuantitatif. Penyebaran kuesioner dilakukan kepada seluruh pegawai Puskesmas Rantau Limau Manis, Kecamatan Tabir Ilir, Kabupaten Merangin pada tahun 2024 yang berjumlah 80 orang. Penentuan sampel menggunakan rumus Sarwono (2012:24) sehingga jumlah sampel penelitian ini adalah 80 responden. Analisis data menggunakan SPSS Versi 23 dengan model regresi linier berganda, dengan persamaan $Y = a + b_1X_1 + b_2X_2 + e$.

Puskesmas Rantau Limau Manis Merangin beralamat di Jl. Rio H. Idris, Rantau Limau Manis, Kecamatan Tabir Ilir, Kabupaten Merangin, Jambi 37353, Indonesia. Berdiri sejak tahun 1992, dengan tujuan utama memberikan pelayanan kesehatan dasar kepada masyarakat setempat, termasuk pelayanan medis dasar, imunisasi, serta kesehatan ibu dan anak.

Model regresi linier berganda menghasilkan persamaan $Y = 0,489 + 0,309X_1 + 0,412X_2 + e$. Koefisien regresi Work Life Balance (X_1) sebesar 0,309 dan koefisien regresi Latar Belakang Pendidikan (X_2) sebesar 0,412. Nilai koefisien determinasi (R^2) adalah 0,518, yang menunjukkan bahwa variabel Work Life Balance (X_1) dan Latar Belakang Pendidikan (X_2) mampu menjelaskan variabel Kinerja Pegawai (Y) sebesar 51,8%, sedangkan sisanya 48,2% dijelaskan oleh faktor lain.

Work Life Balance (X_1) dan Latar Belakang Pendidikan (X_2) secara simultan berpengaruh signifikan terhadap Kinerja Pegawai (Y). Secara parsial, Work Life Balance (X_1) dan Latar Belakang Pendidikan (X_2) juga berpengaruh positif dan signifikan terhadap Kinerja Pegawai (Y).

Kata kunci: Work Life Balance, Latar Belakang Pendidikan, Kinerja

ABSTRACT

(RAHMATUL ZIKRI KHAIRI /1900861201126/ 2025 / THE EFFECT OF WORK LIFE BALANCE AND EDUCATIONAL BACKGROUND ON EMPLOYEE PERFORMANCE AT RANTAU LIMAU MANIS COMMUNITY HEALTH CENTER, TABIR ILIR DISTRICT, MERANGIN REGENCY / LECTURER I UBAIDILLAH, SE, MM. / LECTURER II RASDI, S.Pd, MM.)

Work life balance and educational background play a very important role in employee performance. Therefore, the purpose of this study is to describe work life balance, educational background and employee performance at Rantau Limau Manis Health Center, Tabir Ilir District, Merangin Regency, and to analyze the effect of work life balance and educational background on employee performance at Rantau Limau Manis Health Center, Tabir Ilir District, Merangin Regency simultaneously and partially.

The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees of the Rantau Limau Manis Health Center, Tabir Ilir District, Merangin Regency in 2024, namely 80 people, so the formula used to find the sample is according to Sarwono (2012:24) so that the sample involved in this study was 80 respondents. Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results $Y = a + b_1.X_1 + b_2.X_2 + e$.

Rantau Limau Manis Merangin Community Health Center. Location address: Jl. Rio H. Idris, Rantau Limau Manis, District. Tabir Ilir, Merangin Regency, Jambi 37353, Indonesia. First established in 1992. The main aim of its establishment is to provide basic health services for local communities, which include basic medical services, immunizations, and maternal and child health.

Multiple linear regression model with the results $Y = 0.489 + 0.309X_1 + 0.412X_2 + e$. The Work Life Balance regression coefficient (X_1) is 0.309 and the Educational Background regression coefficient (X_2) is 0.412. The coefficient of determination = R square (R^2) is 0.518. The figure states that the variables Work Life Balance (X_1) and Educational Background (X_2) are able to explain the Employee Performance variable (Y) by 51.8% and the remaining 48.2% is explained by other factors.

Work Life Balance (X_1) and Educational Background (X_2) simultaneously have a significant effect on the Employee Performance variable (Y). Work Life Balance (X_1) and Educational Background (X_2) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Work Life Balance, Educational Background, Performance