

ABSTRACT

The Influence of Work-life Balance and Compensation on Employee Performance is Mediated by Job Satisfaction in Generation Z Employees In The Service Sector In The DKI Jakarta

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The increasingly progressive era of globalization increases competition for business actors at a time when the global economy is experiencing strong growth. Using existing resources, businesses compete to win and achieve maximum profits even when competitive pressures become stronger. It is proven that the performance produced by human resources makes the greatest contribution. Companies that have high quality employees have greater competitiveness compared to other companies. Therefore, efforts to improve employee performance need to receive more attention so that the company continues to have quality employees. This research aims to prove the effect of compensation and work-life balance on employee performance and job satisfaction as well as the role of job satisfaction as a mediating variable. This research uses quantitative research methods with a total of 180 respondents obtained through distributing online questionnaires. The analysis technique used is SEM (Structural Equation Modeling) using SmartPLS 4.0 software. This research proves that work-life balance has a positive and insignificant effect on job satisfaction, compensation has a positive and significant effect on job satisfaction, job satisfaction has a positive and significant effect on employee performance, work-life balance has a negative and significant effect on employee performance. insignificant influence on employee performance, compensation has a negative and insignificant influence on employee performance, job satisfaction is not able to mediate the influence of work-life balance on employee performance, job satisfaction is able to mediate the influence of compensation on employee performance.

Keywords: *Work-life Balance, Compensation, Employee Performance, Job Satisfaction*