

Work Life Balance and Organizational Culture in Creating Engagement and Performance

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Abstract

The research is conducted in order to find out about the influence of work life balance program, organizational culture, and employee engagement toward employee performance of woman in middle level management position in state-owned banks in Bandung both directly and indirectly. A great number of researches in these mainstreams in Europe and United States compare to labor condition in Bandung, Indonesia became the reason why the variables are chosen. By using descriptive - verification statistic and path analysis to validate the hypotheses, the results shows that the classification of work life balance program, organizational culture, employee engagement, and employee performance of woman in middle level management position in state-owned banks in Bandung in a series are average, high, high, and high. We can infer that the carried out work life balance programs has only met the minimum expectation of every respondent. However, the Organization Culture that related to the performance orientation sufficiently is in a high classification. This is concerned with the go public state-owned banks' culture since they demand for a high performance. In the other hand, Employee Engagement and Employee Performance are also in high classification. It means that the actual conditions of both variables are in a good condition and already met the company's expectation. Things that draw attention in Employee Engagement are the fact that employees are more engaged to the job rather than organization. From this situation, the statistic test shows that: (1) Work life balance program and organizational culture having an effect on employee performance for about 44,8% simultaneously, (2). Employee engagement having an effect on employee performance for about 37,9%, (3). Work-life balance program, organizational culture, and employee engagement having an effect on employee performance for about 50,9% simultaneously.

Keywords: Organizational Culture, Performance, Engagement