

## **ABSTRACT**

The overtime work is inherent in business development at this time. Business development requires companies to strive to be superior and competitive. The increase in overtime work is because employees need to complete the targets. Overtime work can increase the distraction of employee work-life balance. The tight time of employee activities needs to have good time management. Time Management helps employees work more effectively and efficiently to reduce the distraction of work-life balance. This phenomenon is challenging for the banking industry to create competitive human resources and achieve work-life balance. This research aims to determine the influence of overtime work and time management on employees' work-life balance in the Human Capital Division at Bank BJB Headquarters Bandung.

This method used in this research is a quantitative method with descriptive and multiple linear regression analysis. The sampling was done using a non-probability sampling technique with a saturation sampling technique, with a total sample of 59 employees of the Human Capital Division at Bank BJB Headquarters Bandung. The research data processing using SPSS 26.0 software.

The result concluded that employees' overtime work, time management, and work-life balance were in the High category. In addition, overtime work has a positive influence partially on employees' work-life balance, and time management has a positive influence partially on employees' work-life balance. Moreover, overtime work and time management simultaneously influence employees' work-life balance in Human Capital Division at Bank BJB Headquarters Bandung.

**Keywords:** Overtime Work, Time Management, Work-Life Balance, Bank BJB Headquarters Bandung