

## ABSTRACT

*PT Bank X Area Bogor is a branch subsidiary of the second largest government-owned company in Indonesia engaged in banking services. Based on the results of observations, interviews and other supporting data, it was found that the phenomenon that occurs at PT Bank X Area Bogor is the high level of employee absenteeism so that there are indications of a low work life balance as evidenced by additional overtime hours and a lack of work life balance support programs. In addition, the process of performance appraisal is also considered to lack transparency, which has an impact on employee motivation.*

*This research was conducted on employees of PT Bank X Area Bogor. The purpose of conducting this research is to find out how work life balance, performance appraisal and work motivation of employees of PT Bank X Area Bogor, find out how work life balance affects work motivation, performance appraisal affects work motivation, and to find out how work life balance influences and performance appraisal on the work motivation of PT Bank X Area Bogor employees.*

*In this study, the authors used quantitative research methods with causality descriptive research types. Sampling used a non-probability sampling method and the type of sample used was a saturated sampling technique. The samples in this study were employees of PT Bank X Area Bogor, totaling 113 respondents. The data analysis technique used is descriptive analysis and multiple linear regression.*

*The results of the descriptive analysis show that the level of work life balance and performance appraisal is in the good category while the level of work motivation is in the high category. based on the results of multiple linear regression analysis shows that there is a positive and significant influence between work life balance and performance appraisal on employee motivation. The results of the analysis of the coefficient of determination test obtained an R-square value of 0.692, which means that 69.2% of PT Bank X Area Bogor employees' work motivation is influenced by work life balance and performance appraisal. Then the remaining 30.8% is influenced by other variables not examined in the following research.*

*The results of this research are expected to be an evaluation material for PT Bank X Area Bogor to pay more attention to matters that become solutions to improve work life balance, performance appraisal and employee motivation at PT Bank X Area Bogor.*

*Keywords: work life balance, performance appraisal, and work motivation*