

ABSTRACT

Employee performance is a key factor in achieving an organization's goals. In today's ever-changing work environment, work-life balance and organizational culture are factors that require attention as they have the potential to influence productivity and work effectiveness. The Bandung Food and Drug Monitoring Agency (BBPOM), as a government agency responsible for monitoring drugs and food, encourages its employees to always work professionally and productively. Therefore, it is important to understand how work-life balance and organizational culture contribute to employee performance.

This study aims to determine the influence of work-life balance and organizational culture on the performance of BBPOM employees in Bandung, both partially and simultaneously. The results of this study are expected to provide a clear picture of how these two variables contribute to improving the performance of BBPOM employees in Bandung.

The research method used is a quantitative method with data collection techniques through the distribution of questionnaires to 100 respondents who are all employees of BBPOM in Bandung. Data analysis was conducted through validity and reliability tests, descriptive analysis, multiple linear regression tests, T-tests, and F-tests, assisted by SPSS 30 software.

The research results indicate that work-life balance and organizational culture partially influence the performance of BBPOM employees in Bandung. Therefore, work-life balance and organizational culture simultaneously influence the performance of BBPOM employees in Bandung. It is hoped that BBPOM in Bandung can optimize work distribution, create a work environment that supports innovation, and conduct job training.

Keywords: *Work Life Balance, organizational culture, employee performance*