

ABSTRACT

The times have brought great opportunities for women to work. However, these opportunities do not necessarily make work run smoothly for women who are married. This can lead to an imbalance between roles in work and roles in the household. This study aims to determine how the influence of system digitization, flexible work arrangements, and work-life balance on employee performance through job satisfaction as a mediating variable. The method used in this study is a quantitative method with Structural Equation Modeling (SEM) analysis using SmartPLS 4. Based on the validity test results, the instruments used are valid, and the reliability test shows that the instrument has a good level of reliability. The results showed that the digitalization system variable (X1) and work-life balance (X3) have a positive effect on employee performance (Y). Flexible work arrangements variable (X2) has a positive effect on employee performance (Y). System digitization variables (X1), work-life balance (X3) and flexible work arrangements (X2) have a positive effect on job satisfaction (Z). The system digitization variable (X1) on employee performance (Y) mediated by job satisfaction (Z) is called partial mediation. The variable flexible work arrangements (X2) on employee performance (Y) mediated by job satisfaction (Z) is called partial mediation. The variable work-life balance (X3) on employee performance (Y) mediated by job satisfaction (Z) is called partial mediation. This research is expected to provide insight for companies to design strategies to improve the performance of female employees, especially female employees who have dual roles.

Keywords: *digitalization of systems, employee performance, flexible work arrangements, job satisfaction, work-life balance.*