

The Influence of Self Efficacy and Work Life Balance On Employee Performance at Dian's House Songket & Endek in Klungkung District with Job Satisfaction as A Mediation Variable

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ABSTRACT

This research aims to determine the influence of self-efficacy and work life balance on job satisfaction and employee performance at Dian's Rumah Songket & Endek in Klungkung Regency. The population used in this research was 54 employees, the sample in this research was 54 employees. The data analysis technique used is Partial Least Square (PLS) using Smart PLS 4.0.9 software. The results of this study show that self-efficacy has a direct positive and significant effect on job satisfaction. Work life balance has a positive and significant effect on job satisfaction. Self-efficacy has a positive and significant effect on employee performance. Work life balance has a positive and significant effect on employee performance. Job satisfaction has a positive and significant effect on employee performance. Job satisfaction is able to partially mediate the influence of self-efficacy on employee performance. Job satisfaction is able to partially mediate the influence of work life balance on employee performance. So it is recommended that employees be able to increase their self-confidence, and companies must be able to regulate employee working hours so that they are in line with company expectations, job satisfaction is one of the considerations in efforts to improve employee performance.

KEYWORDS: self-efficacy, work life balance, job satisfaction and employee performance.

1. INTRODUCTION

Human resource management is a process of dealing with various problems within the scope of employees, workers, managers and other workers to support organizational activities to achieve predetermined goals (Sinambela, 2019). Human resource management is a plan for organizing, coordinating, implementing and supervising procurement, development, providing compensation, integration, maintenance and separation of workforce in order to achieve organizational goals Mangkunegara (2019). Therefore, the main step that companies must take is to make efforts to improve employee performance by all people or companies, including MSME service businesses. With the increasing growth of MSMEs, management will of course be increasingly required to further improve the performance of Mangkunegara employees (2019), including retail MSMEs.

MSMEs in the retail sector require increased performance from employees, so that the continuity of the MSME sector as the lifeblood of the company can continue (Sinambela, 2019). Employee performance is the result of work in terms of quality and quantity achieved by a person in carrying out his duties or work in accordance with the responsibilities that have been given to him and is the result of work that has been achieved by a person with predetermined standards, in carrying out his duties the employee is in accordance with the responsibilities assigned to him. provided by the organization (Sinambela, 2019). Employee performance is the main implementer of every organizational function regarding existing facilities, infrastructure and infrastructure. Employees are one of the key organizational factors that must be considered because they always experience various dynamics within the organization Mangkunegara (2018).

Increased employee performance is caused by several factors, one of which is self-efficacy. Ali, et al., (2023) stated that Self-efficacy is an individual's assessment of their ability or Self-efficacy to carry out tasks, achieve a goal, and produce something. Individuals who have high self-efficacy will devote all their effort and attention to achieving predetermined goals. Individuals with low self-efficacy when facing difficult situations will tend to be lazy in trying and like cooperation. Mubyl, et al., (2023) say that the higher our self-efficacy, the more we believe

in our abilities to be successful in a task. He further said that the situation is different, we find that people with low self-efficacy will reduce their efforts in facing challenges or even give up altogether, while those with high self-efficacy will try harder to seize opportunities.

Research conducted by Ali, et al., (2023) states that self-efficacy has a positive influence on job satisfaction and employee performance and that job satisfaction is able to positively mediate the influence of self-efficacy on employee performance. The results of this research are in accordance with the results of research conducted by Alshammari and Alenezi (2023), which found that self-efficacy had a positive and significant effect on job satisfaction. Research conducted by Priska, et al., (2020) revealed that self-efficacy has a positive and significant effect on job satisfaction and employee performance, however, different results were found by Prasetyono, et al., (2023) where self-efficacy had a negative effect on job satisfaction and performance. employee. Similar results were found by Ali and Ward Oyo (2021) where self-efficacy had a negative effect on employee performance.

Increasing employee performance apart from self-efficacy factors, work life balance also has an important influence on employee performance Sjahruddin, et al., (2022). Work life balance has good content at work and outside work with minimal conflict Msuya and Kumar, (2022). Work life balance is the extent to which individuals are involved and equally satisfied in terms of time and psychological involvement with their roles in work life and personal life (for example with partners, parents, family, friends and community members) and the absence of conflict between the two. that role. Individuals who pay attention to work-life balance and personal life are individuals who prioritize their psychological well-being rather than the pursuit of wealth alone Muliawati and Frianto, (2020).

Research conducted by Alfranssyah, et al., (2023) states that work life balance has a positive effect on employee performance, and job satisfaction is able to positively mediate the effect of work life balance on employee performance. These findings are in line with the results of research conducted by Msuya and Kumar, (2022) which revealed that work life balance has a positive effect on employee performance. Qasmani and Memon (2023) found that work life balance had a positive and significant effect on job satisfaction and employee performance and was able to mediate job satisfaction on the effect of work life balance on employee performance, however, Sjahruddin, et al., (2022) had different results. said work life balance had a negative effect on employee performance. Similar results were found by Herlambang and Murniningsih (2021) who stated that work life balance had a negative effect on job satisfaction and employee performance.

Apart from self-efficacy and work-life balance, factors that need to be considered related to employee performance are the mediation variable job satisfaction, this can assess whether employees are satisfied or not satisfied with their work. Employees who are satisfied with the work they are doing can be seen from the enthusiasm shown by the employees at work. Employees can become enthusiastic about achieving the work standards determined by the company because employees feel happy and comfortable with the work they are doing. Indrayana (2019). Job satisfaction is a positive feeling towards work resulting from an evaluation of its fairly broad characteristics Herlambang and Murniningsih (2021). Sinambela (2019) job satisfaction is a feeling of pleasure towards one's work which is produced by one's own efforts and which is supported by things outside oneself, regarding work conditions, work results and the work itself. Job satisfaction shows the conformity between a person's expectations and the rewards provided by the job, so job satisfaction is also closely related to the theory of justice, psychological agreement and motivation. Findings made by Alkandi, et al., (2023) stated that job satisfaction has a positive effect on employee performance. These findings are in line with research conducted by Indrayana (2019) which revealed that job satisfaction has a positive effect on employee performance. Jayaraman, et al., (2023) found that job satisfaction has a positive effect on employee performance. Memon, et al., (2023) revealed that job satisfaction has a positive effect on employee performance, however, different results were expressed by Prasetyono, et al., (2023) where job satisfaction had a negative effect on employee performance.

2. LITERATURE REVIEW

2.1 Goal Setting Theory (Goal Setting Theory)

The theory in this research uses *Goal setting theory* is one part of the theory put forward by Edwin Locke in 1978. Goal setting theory is based on evidence which assumes that goals play an important role in action. Goal setting theory is a model of individuals who desire to have goals, choose goals and become motivated to achieve goals. This theory is one of the characteristics of behavior that has a commonly observed goal, namely that behavior that has a commonly observed goal is that the behavior continues until the behavior reaches completion, once someone starts something, they will continue to push until the goal is achieved. The goal setting process can be carried out based on one's own initiative/required by the organization as policy (Wangmuba in Ramandei, 2019).

2.2 Hypothesis

A hypothesis is a temporary assumption that there is a causal relationship between variables that needs to be proven true (Hamid, 2017: 23). In accordance with the variables to be studied, the hypotheses that will be proposed in this research are:

2.2.1 Influence self-efficacy on job satisfaction

Alfranssyah, et al (2023) stated that self-efficacy is an individual's assessment of their ability or self-efficacy to carry out tasks, achieve a goal, and produce something. Individuals who have high self-efficacy will devote all their effort and attention to achieving predetermined goals. Individuals with low self-efficacy when facing difficult situations will tend to be lazy in trying and like cooperation.

Mubyl, et al., (2023) in his research, it is said that self-efficacy has a positive and significant effect on job satisfaction, where the better the employee's self-confidence, the greater the ability to increase job satisfaction. The results of this research are in accordance with research conducted by Seo (2022), Alshammari and Alenezi (2023), Ali, et al., (2023), Prasetyono, et al., (2023), Ali and Wardoyo (2021), Utami, et al (2023), Zhou and Nanakida (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H1): Self-efficacy positive and significant effect on job satisfaction.

2.2.2 Influence work life balance on job satisfaction

Msuya and Kumar (2022) define work life balance as individuals who are able to commit to work and family, and are responsible for both non-work activities. In harmonizing these two things, a balance is needed, many employees have difficulty managing both their work and their own health. Alfranssyah, et al (2023) in his research, he said that work life balance has a positive and significant effect on job satisfaction, where the more balance there is between work life balance and work, the more job satisfaction can be increased. The results of this research are in line with the research conducted, Boakye, et al (2023), Garces, et al., (2023), Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Herlambang and Murniningsih (2021), Jayaraman, et al (2023), Bocean, et al., (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H2): Work life balance positive and significant effect on job satisfaction.

2.2.3 Influence self-efficacy on employee performance

Ali, et al., (2023) stated that self-efficacy is an individual's assessment of their ability or self-efficacy to carry out tasks, achieve a goal, and produce something. Individuals who have high self-efficacy will devote all their effort and attention to achieving predetermined goals. Individuals with low self-efficacy when facing difficult situations will tend to be lazy in trying and like cooperation. Utami, et al (2023) in his research, he said that self-efficacy has a positive and significant effect on employee performance, where the better the employee's attitude and trust in the organization, the better the employee's performance. The results of this research are in line with the research conducted Ali, et al., (2023), Nwanzu (2022), Priska, et al., (2020), Prasetyono, et al., (2023), Ali and Wardoyo (2021), Abun, et al (2021), Kim (2023), Hadi (2023), Akkas (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H3): Self-efficacy positive and significant effect on employee performance.

2.2.4 Influence work life balance on employee performance

Msuya and Kumar, (2022) said work life balance has good content at work and outside work with minimal conflict. Alfranssyah, et al (2023) in his research, he said that work life balance has a positive and significant effect on employee performance, where the more balance there is between work life balance and work, the more employee performance can be improved. The results of this research are in line with the research conducted Garini and Muafi (2023, Msuya and Kumar (2022), Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Oktafien, et al (2021), Herlambang and Murniningsih (2021), Jayaraman, et al (2023), Anastasopoulou, et al (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H4): Work life balance positive and significant effect on employee performance.

2.2.5 Influence job satisfaction on employee performance

Herlambang and Murniningsih (2021) say that job satisfaction is a feeling of pleasure towards one's work which is produced by one's own efforts and which is supported by things outside oneself, regarding work conditions,

work results and the work itself. Indrayana (2019) in his research said that job satisfaction has a positive and significant effect on employee performance, where the more satisfied an employee is with his company, the more he is able to improve employee performance. The results of this research are in accordance with the research conducted Pracooyo, et al., (2022), Ali, et al., (2023), Priska, et al., (2020), Hastuti and Muafi (2022), Prasetyono, et al., (2023), Ali and Wardoyo (2021), Indrayana (2109), Alfranssyah, et al (2023), Muliawati and Frianto (2020), Sjahruddin, et al., (2022), Herlambang and Murniningsih (2021), Alkandi, et al (2023), Jayaraman, et al (2023), Memon, et al (2023), Utami, et al (2023), Candra, et al (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H5): Job satisfaction has a positive and significant effect on employee performance.

2.2.6 The influence of self-efficacy on employee performance with job satisfaction as a mediating variable

Mubyl, et al., (2023) say that the higher our self-efficacy, the more we believe in our abilities to be successful in a task. He further said that the situation is different, we find that people with low self-efficacy will reduce their efforts in facing challenges or even give up altogether, while those with high self-efficacy will try harder to seize opportunities. Ali, et al., (2023) in his research, he said that self-efficacy has a positive and significant effect on employee performance, mediated by the variable job satisfaction, where self-efficacy that is able to embrace employees so that they make employees feel comfortable is able to improve employee performance. The results of this research are in line with the research conducted Prasetyono, et al., (2023), Ali and Ward Oyo (2021), Utami, et al (2023).

Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H6): Self-efficacy has a positive and significant effect on employee performance with job satisfaction as a mediating variable.

2.2.7 The effect of work life balance on employee performance with job satisfaction as a mediating variable

Msuya and Kumar, (2022) said work life balance has good content at work and outside work with minimal conflict. Alfranssyah, et al (2023) in his research, it was said that work life balance had a positive and significant effect on employee performance, mediated by the variable job satisfaction, where the balance between work and family was positive, which was able to improve employee performance. The results of this research are in line with the research conducted Muliawati and Frianto (2020), Sjahruddin, et al., (2022), Herlambang and Murniningsih (2021), Jayaraman, et al (2023). Based on this analysis, the development of the hypothesis in this research can be formulated as follows:

(H7): Work life balance has a positive and significant effect on employee performance with job satisfaction as a mediating variable.

3. RESEARCH METHODS

This research uses a quantitative descriptive design, which according to Sugiyono (2020:9) is a completion procedure that is investigated by describing the current state of the subject or object of research (a person, institution, society, etc.) based on visible facts. or as it is without intending to make generally accepted conclusions or generalizations. The use of quantitative methods so that the author can follow and understand the flow of events chronologically, can assess cause and effect within the local community's mind, obtain many and useful explanations and guide them to obtain unexpected discoveries and form new theories. framework. The nature of descriptive research has the main objective, namely to create an objective picture of a situation.

This research was conducted at Dian's Rumah Songket & Endek in Klungkung Regency which is located on Jalan Gelgel, Kec. Klungkung, Klungkung Regency. The background for choosing a research location in this place was the discovery of problems at Dian's Rumah Songket & Endek in Klungkung Regency related to self-efficacy, work life balance, job satisfaction and employee performance. This research was carried out in November 2023 until the results reporting stage was in February 2024. in accordance with the schedule for preparing the thesis for the Master of Management Study Program, Faculty of Economics and Business, Mahasaraswati University, Denpasar.

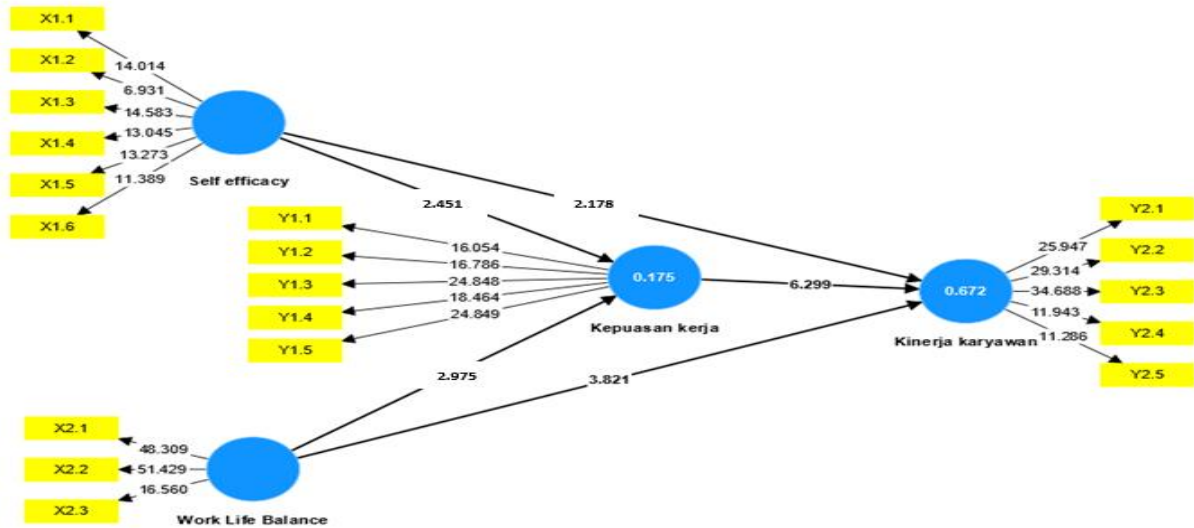
The population in this research is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn (Sugiyono, 2019). The population in this study were all 54 employees at Dian's Rumah Songket & Endek in Klungkung Regency. The sampling method used in this research was the saturated sampling method.

Saturated sampling technique where all employees are sampled. The number of samples in this research was 54 employees.

4. RESEARCH RESULTS AND DISCUSSION

4.1 Hypothesis testing

To measure the relationship between variables or models predicted by the premer t test and to explain the hypothesis, it can be seen from the significance value of the comparison of the t table value with the calculated t value at the significance level $\alpha = 0.05$ (alpha 95%). The t-test decision making criteria are that H0 is accepted if: P-value ≥ 0.05 and H1 is accepted if: P-value ≤ 0.05 . In terms of hypothesis testing, the results of SmartPLS 3.0 data processing are displayed in image form, as shown in Figure 1 as follows:



Source: Processed data (2023)

Figure 1

Table 1

	Original	T statistic	P-Value	Information
Self-efficacy(X1) ->Job Satisfaction (Y1)	0.304	2,451	0.047	H1 Accepted
Work life balance(X2) ->Job Satisfaction (Y1)	0.151	2,975	0.030	H2 Accepted
Self-efficacy(X1) ->Employee performance (Y2)	0.098	2,178	0.008	H3 Accepted
Work life balance (X2)->Employee performance (Y2)	0.474	3,821	0,000	H4 Accepted
Job satisfaction(Y1)->Employee performance (Y2)	0.502	6,299	0,000	H5 Accepted

Based on table 1 it can be explained as follows:

1. Self-efficacy positive and significant effect on job satisfaction. This result is shown by the positive path coefficient of 0.304 with a t-statistic of 2.451 (t-statistic > 1.96) with a P value of 0.047 < 0.05. The results obtained can be interpreted as the higher the employee's self-efficacy, the more employee job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency will increase.
2. Work life balance positive and significant effect on employee job satisfaction. This result is shown by the positive path coefficient of 0.151 with a t-statistic of 2.975 (t-statistic > 1.96) with a P value of 0.030 < 0.05. The results obtained can be interpreted as the better the work life balance implemented by the company, the more job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency will increase.
3. Self-efficacy positive and significant effect on employee performance. This result is shown by the positive path coefficient of 0.098 with a t-statistic of 2.178 (t-statistic > 1.96) with a P value of 0.008 < 0.05. The results obtained can be interpreted as the higher the employee's self-efficacy, the employee performance at

- Dian's Rumah Songket & Endek in Klungkung Regency will increase.
4. *Work life balance* positive and significant effect on employee performance. This result is shown by the positive path coefficient of 0.474 with a t-statistic of 3.821 (t-statistic > 1.96) with a P value of 0.000 < 0.05. The results obtained can be interpreted as the better the work life balance implemented by the company, the performance of employees at Dian's Rumah Songket & Endek in Klungkung Regency will increase.
 5. Job satisfaction positive and significant effect on employee performance. This result is shown by the positive path coefficient of 0.502 with a t-statistic of 6.299 (t-statistic > 1.96) with a P value of 0.000 < 0.05. The results obtained can be interpreted as the better the job satisfaction, the performance of employees at Dian's Rumah Songket & Endek in Klungkung Regency will increase.

Table 2

No	Mediation variable job satisfaction (Y1)	Effect				Information
		(a)	(b)	(c)	(d)	
1	<i>Self-efficacy</i> (X1)→Employee Performance (Y2) through Job Satisfaction Mediation (Y1)	0.304 (sig)	0.246 (sig)	0.098 (sig)	0.502 (sig)	<i>Partial Mediation</i>
2	<i>Work life balance</i> (X2)→Employee Performance (Y2) through Job Satisfaction Mediation (Y1)	0.151 (sig)	0.509 (sig)	0.474 (sig)	0.502 (sig)	<i>Partial Mediation</i>

Based on table 2 it can be explained as follows:

1. Before the mediator is entered into the model, self-efficacy has a positive direct influence on employee performance with a coefficient value of 0.098. Then, after the mediating job satisfaction was included in the model, self-efficacy had an indirect influence on employee performance with a positive value of 0.246. Self-efficacy
2. has a direct influence on job satisfaction with a positive value of 0.304 and job satisfaction has a direct influence on employee performance with a positive value of 0.502. The total influence between self-efficacy and employee performance is 0.344. The value of VAF in the relationship between work life balance and employee performance and mediating job satisfaction is:

$$VAF = \frac{\text{Indirect effect} \times 100\%}{\text{Total influence}}$$

$$VAF = \frac{0.246 \times 100\%}{0.344}$$

$$VAF = 71.51\%$$

The VAF value is 71.51%, which is between 20 percent – 80 percent, so it can be categorized as partial mediation. So in this relationship, job satisfaction is a partial mediation between self-efficacy and employee performance. These results state that self-efficacy has a positive influence on job satisfaction which will also have an impact on improving employee performance, but in this case, job satisfaction is not a determining factor in the influence of self-efficacy on employee performance.

3. Before the mediator is entered into the model, work life balance has a positive direct influence on employee performance with a coefficient value of 0.474. Then, after the mediating job satisfaction was included in the model, work life balance had an indirect influence on employee performance with a positive value of 0.509. Work life balance has a direct influence on job satisfaction with a positive value of 0.151 and job satisfaction has a direct influence on employee performance with a positive value of 0.502. The total influence between work life balance and employee performance is 0.983. The value of VAF in the relationship between work life balance and employee performance with job satisfaction mediating is:

$$VAF = \frac{\text{Indirect effect} \times 100\%}{\text{Total influence}}$$

$$VAF = \frac{0.509 \times 100\%}{0.983}$$

VAF = 51.78%

The VAF value is 51.78%, which is between 20 percent – 80 percent, so it can be categorized as partial mediation. So in this relationship, job satisfaction is a partial mediation between *work life balance* on employee performance. These results state that *work life balance* has a positive influence on job satisfaction which will also have an impact on improving employee performance, but in this case, job satisfaction is not a determining factor in the influence *work life balance* on employee performance.

4.2 Discussion

4.2.1 The influence of self-efficacy on job satisfaction

The results of hypothesis testing state that self-efficacy has a positive and significant effect on employee job satisfaction. This means that the higher the self-efficacy that employees have, the impact it will have on increasing employee job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide guidance for the management of Dian's Rumah Songket & Endek in Klungkung Regency, the important role in increasing employee job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency is that they must pay more attention to self-efficacy. Alfranssyah, et al (2023) stated that self-efficacy is an individual's assessment of their ability or self-efficacy to carry out tasks, achieve a goal, and produce something. Individuals who have high self-efficacy will devote all their effort and attention to achieving predetermined goals. Individuals with low self-efficacy when facing difficult situations will tend to be lazy in trying and like cooperation. The results of this research are in accordance with research conducted by Mubyl, et al, (2023) in his research, it is said that self-efficacy has a positive and significant effect on job satisfaction, where the better the employee's self-confidence, the greater the ability to increase job satisfaction. The results of this research are in accordance with research conducted by Seo (2022), Alshammari and Alenezi (2023), Ali, et al., (2023), Prasetyono, et al., (2023), Ali and Ward Oyo (2021), Utami, et al (2023), Zhou and Nanakida (2023).

4.2.2 The influence of work life balance on job satisfaction

The results of hypothesis testing state that work life balance has a positive and significant effect on employee job satisfaction. This means that the more employees can maintain work life balance, the more employee job satisfaction they will be able to increase at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide guidance for management, an important role in job satisfaction must be to pay more attention to work life balance. Therefore, it can provide direction for management to prioritize work life balance at Dian's Rumah Songket & Endek in Klungkung Regency. Msuya and Kumar (2022) define work life balance as individuals who are able to commit to work and family, and are responsible for both non-work activities. In harmonizing these two things, a balance is needed, many employees have difficulty managing both their work and their own health. The results of this research are in accordance with research conducted by Alfranssyah, et al (2023) in his research, he said that work life balance has a positive and significant effect on job satisfaction, where the more balance there is between work life balance and work, the more job satisfaction can be increased. The results of this research are in line with the research conducted, Boakye, et al (2023), Garces, et al., (2023), Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Herlambang and Murniningsih (2021), Jayaraman, et al (2023), Bocean, et al., (2023).

4.2.3 The influence of self-efficacy on employee performance

The results of hypothesis testing state that self-efficacy has a positive and significant effect on employee performance. This means that the higher the employee's self-efficacy, the greater the employee's performance at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide guidance for management, an important role in employee performance must pay more attention to self-efficacy. Therefore, it can provide direction for management to prioritize good self-efficacy at Dian's Rumah Songket & Endek in Klungkung Regency. Ali, et al., (2023) stated that self-efficacy is an individual's assessment of their ability or self-efficacy to carry out tasks, achieve a goal, and produce something. Individuals who have high self-efficacy will devote all their effort and attention to achieving predetermined goals. Individuals with low self-efficacy when facing difficult situations will tend to be lazy in trying and like cooperation. Results This research is in accordance with the research conducted Utami, et al (2023) in his research, he said that self-efficacy has a positive and significant effect on employee performance, where the better the employee's attitude and trust in the organization, the better the employee's performance. The results of this research are in line with the research conducted Ali, et al., (2023), Nwanzu (2022), Priska, et al., (2020), Prasetyono, et al., (2023), Ali and Wardoyo (2021), Abun, et al (2021), Kim (2023), Hadi (2023), Akkas (2023).

4.2.4 The influence of work life balance on employee performance

The results of hypothesis testing state that work life balance has a positive and significant effect on employee performance. This means that the better you are at managing your work-life balance, you will be able to improve

employee performance at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide guidance for management, the important role in employee performance must be to pay more attention to work life balance. Therefore, it can provide direction for management to prioritize a good work life balance at Dian's Rumah Songket & Endek in Klungkung Regency. Msuya and Kumar, (2022) said work life balance has good content at work and outside work with minimal conflict. Results This research is in accordance with the research conducted Alfranssyah, et al (2023) in his research, he said that work life balance has a positive and significant effect on employee performance, where the more balance there is between work life balance and work, the more employee performance can be improved. The results of this research are in line with the research conducted Garini and Muafi (2023, Msuya and Kumar (2022), Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Oktafien, et al (2021), Herlambang and Murniningsih (2021), Jayaraman, et al (2023), Anastasopoulou, et al (2023).

4.2.5 The influence of job satisfaction on employee performance

The results of hypothesis testing state that job satisfaction has a positive and significant effect on employee performance. This means that the better you are at managing the balance of job satisfaction, you will be able to improve employee performance at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide clues to management, an important role in employee performance must pay more attention to job satisfaction. Therefore, it can provide direction for management to prioritize good employee job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency. Herlambang and Murniningsih (2021) say that job satisfaction is a feeling of pleasure towards one's work which is produced by one's own efforts and which is supported by things outside oneself, regarding work conditions, work results and the work itself. The results of this research are in accordance with research conducted by Indrayana (2019) in his research who stated that job satisfaction has a positive and significant effect on employee performance, where the more satisfied an employee is with his company, the more he is able to improve employee performance. The results of this research are in accordance with the research conducted Pracoyo, et al., (2022), Ali, et al., (2023), Priska, et al., (2020), Hastuti and Muafi (2022), Prasetyono, et al., (2023), Ali and Ward Oyo (2021), Indrayana (2019), Alfranssyah, et al (2023), Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Herlambang and Murniningsih (2021), Alkandi, et al (2023), Jayaraman, et al (2023), Memon, et al (2023), Utami, et al (2023), Candra, et al (2023).

4.2.6 The role of job satisfaction in influencing self-efficacy on employee performance

The results of hypothesis testing state that self-efficacy has a positive and significant effect on employee performance, mediated by employee job satisfaction. This means that the higher the employee's self-efficacy, and supported by the employee's sense of satisfaction with the company, the employee performance at Dian's Rumah Songket & Endek in Klungkung Regency will be able to improve. These results provide guidance for management, the important role in employee performance must be to pay more attention to employee self-efficacy and job satisfaction. Therefore, it can provide direction for management to prioritize good self-efficacy at Dian's Rumah Songket & Endek in Klungkung Regency and is supported by employee job satisfaction. Mubyl, et al., (2023) say that the higher our self-efficacy, the more we believe in our abilities to be successful in a task. He further said that the situation is different, we find that people with low self-efficacy will reduce their efforts in facing challenges or even give up altogether, while those with high self-efficacy will try harder to seize opportunities. Results This research is in accordance with the research conducted Ali, et al., (2023) in his research, he said that self-efficacy has a positive and significant effect on employee performance, mediated by the variable job satisfaction, where self-efficacy that is able to embrace employees so that they make employees feel comfortable is able to improve employee performance. The results of this research are in line with the research conducted Prasetyono, et al., (2023), Ali and Ward oyo (2021), Utami, et al (2023).

4.2.7 The role of job satisfaction in influencing work life balance on employee performance

The results of hypothesis testing state that work life balance has a positive and significant effect on employee performance mediated by employee job satisfaction. This means that the better the company is at managing work-life balance and supported by increased employee job satisfaction, the better it will be able to improve employee performance at Dian's Rumah Songket & Endek in Klungkung Regency. These results provide guidance for management, the important role in employee performance must be to pay more attention to work life balance and employee job satisfaction. Therefore, it can provide direction for management to prioritize good work life balance at Dian's Rumah Songket & Endek in Klungkung Regency and employee job satisfaction. Msuya and Kumar, (2022) said work life balance has good content at work and outside work with minimal conflict. Results This research is in accordance with the research conducted Alfranssyah, et al (2023) in his research, it was said that work life balance had a positive and significant effect on employee performance, mediated by the variable job satisfaction, where the balance between work and family was positive, which was able to improve employee performance. The results of this research are in line with the research conducted Muliawati and Frianto (2020), Sjahrudin, et al., (2022), Herlambang and Murniningsih (2021), Jayaraman, et al (2023).

5. CONCLUSION

Be Based on the discussion of research results, it can be concluded that the influence of self-efficacy and work-life balance variables on job satisfaction and employee performance is as follows:

1. *Self-efficacy* positive and significant effect on job satisfaction. This means that the higher the self-efficacy that employees have, the impact it will have on increasing employee job satisfaction at Dian's Rumah Songket & Endek in Klungkung Regency.
2. *Work life balance* positive and significant effect on job satisfaction. This means that the better the company can manage employee working time, the more impact it will have on increasing job satisfaction for employees at Dian's Rumah Songket & Endek in Klungkung Regency.
3. *Self-efficacy* positive and significant effect on employee performance. This means that the higher the self-efficacy that employees have, the more impact it will have on the performance of Dian's Rumah Songket & Endek employees in Klungkung Regency.
4. *Work life balance* positive and significant effect on work performance. This means that the better the company can manage employee working time, the more impact it will have on increasing the performance of Dian's Rumah Songket & Endek employees in Klungkung Regency.
5. Job satisfaction has a positive and significant effect on employee performance. This means that the more satisfied employees are at work, the more impact it will have on the performance of Dian's Rumah Songket & Endek employees in Klungkung Regency.
6. *Self-efficacy* has a positive and significant effect on employee performance, mediated by employee job satisfaction. This means that the higher the self-efficacy that employees have and is supported by the employee's sense of satisfaction with the company, the impact it will have on increasing the performance of Dian's Rumah Songket & Endek employees in Klungkung Regency.
7. *Work life balance* has a positive and significant effect on work performance, mediated by employee job satisfaction. This means that the better the company is at managing employee working time and supported by increasing employee job satisfaction, the impact it will have on increasing the performance of Dian's Rumah Songket & Endek employees in Klungkung Regency.

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