

***The Influence of Organizational Support, Job Stress, and Workload on Work-Life Balance of Employees in the Human Resources and Internal Compliance Division of the Financial Education and Training Agency Ministry of Finance of the Republic of Indonesia***

**By Sena Wahyu Nugraha**

***Abstract***

*This study aims to analyze the influence of Organizational Support, Job Stress, and Workload on Work-life Balance of employees in the Human Resources and Internal Compliance Division at the Financial Education and Training Agency, Ministry of Finance of the Republic of Indonesia. The study used a quantitative approach with a random sampling method, involving 80 ASN employees as samples. Data were collected through questionnaires and analyzed using the Structural Equation Modeling Partial Least Square (SEM-PLS) method through the SmartPLS 4 application, with a significance level of 0.05. The results of the study indicate that: (1) Organizational Support has a positive and significant effect on Work-life Balance, (2) Job Stress has a negative and significant effect on Work-life Balance, and (3) Workload also has a negative and significant effect on Work-life Balance. These findings provide new insights for human resource management in government agencies, especially in improving employee Work-life Balance through more effective management of organizational support, work stress, and workload.*

***Keywords:*** *Organizational Support, Job Stress, Workload, Work- life Balance*

**Pengaruh *Organizational Support*, *Job Stress*, Dan *Workload*  
Terhadap *Work-Life Balance* Pegawai Pada Bagian Sumber Daya  
Manusia dan Kepatuhan Internal Badan Pendidikan dan  
Pelatihan Keuangan Kementerian Keuangan Republik Indonesia**

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**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *Organizational Support*, *Job Stress*, dan *Workload* terhadap *Work-life Balance* pegawai pada Bagian Sumber Daya Manusia dan Kepatuhan Internal di Badan Pendidikan dan Pelatihan Keuangan, Kementerian Keuangan Republik Indonesia. Penelitian menggunakan pendekatan kuantitatif dengan metode *random sampling*, melibatkan 80 pegawai ASN sebagai sampel. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan metode Structural Equation Modeling Partial Least Square (SEM-PLS) melalui aplikasi SmartPLS 4, dengan tingkat signifikansi 0,05. Hasil penelitian menunjukkan bahwa: (1) *Organizational Support* memiliki pengaruh positif dan signifikan terhadap *Work-life Balance*, (2) *Job Stress* berpengaruh negatif dan signifikan terhadap *Work-life Balance*, dan (3) *Workload* juga berpengaruh negatif dan signifikan terhadap *Work-life Balance*. Temuan ini memberikan wawasan baru bagi pengelolaan sumber daya manusia di lingkungan instansi pemerintah, khususnya dalam meningkatkan *Work-life Balance* pegawai melalui pengelolaan dukungan organisasi, stres kerja, dan beban kerja secara lebih efektif.

**Kata Kunci:** *Organizational Support*, *Job Stress*, *Workload*, *Work- life Balance*