

## ABSTRACT

The aim of this research was designed to examine positive influence of work-life balance on in-role performance and affective commitment, positive influence of affective commitment on in-role performance, as well as exploring the mediating role of affective commitment from employees. The research was conducted in banking sector at Yogyakarta with total respondents of 105 bank employees, and analyzed using regression analysis. The results showed that the four hypotheses are supported, there are positive influence of work-life balance on in-role performance and affective commitment; positive influence of affective commitment on in-role performance; as well as affective commitment partially mediate positive influence of work-life balance on in-role performance. This means that work-life balance still has a direct influence on in-role performance.

**Keywords:** work-life balance, in-role performance, affective commitment, banking sector.

## ABSTRAK

Tujuan dari penelitian ini adalah didesain untuk menguji pengaruh positif *work-life balance* pada *in-role performance* dan komitmen afektif, pengaruh positif komitmen afektif pada *in-role performance*, serta mengeksplorasi peran mediasi dari komitmen afektif karyawan. Penelitian dilakukan pada sektor perbankan di Yogyakarta dengan total responden berjumlah 105 karyawan bank yang dianalisis menggunakan analisis regresi. Hasil penelitian menunjukkan bahwa ke-empat hipotesis didukung, yaitu terdapat pengaruh positif *work-life balance* pada *in-role performance* dan komitmen afektif, pengaruh positif komitmen afektif pada *in-role performance*, serta komitmen afektif memediasi secara parsial pengaruh positif *work-life balance* pada *in-role performance*. Hal ini berarti *work-life balance* masih memiliki pengaruh secara langsung pada *in-role performance*.

**Kata Kunci:** *work-life balance*, *in-role performance*, komitmen afektif, sektor perbankan.