

**PENGARUH *SELF-EFFICACY* DAN *EMOTIONAL INTELLIGENCE*
TERHADAP *WORK-LIFE BALANCE* YANG DIMEDIASI OLEH
WORK MOTIVATION PADA TENAGA KESEHATAN
RSU 'AISYIYAH PADANG**

TESIS

*Diajukan Sebagai Salah Satu Syarat untuk Mencapai Gelar Magister
Manajemen Pada Program Studi Magister Manajemen Fakultas Ekonomi
dan Bisnis Universitas Andalas*



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**PROGRAM STUDI MAGISTER MANAJEMEN
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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *self-efficacy* dan *emotional intelligence* terhadap *work-life balance* dengan *work motivation* sebagai variabel mediasi pada tenaga kesehatan di RSUD 'Aisyiyah Padang. Penelitian ini menggunakan pendekatan kuantitatif dengan desain *explanatory research*. Pengumpulan data dilakukan melalui penyebaran kuesioner secara daring kepada tenaga kesehatan RSUD 'Aisyiyah Padang. Data yang diperoleh kemudian dianalisis menggunakan metode *Structural Equation Modeling Partial Least Squares* (PLS-SEM) dengan bantuan perangkat lunak SmartPLS versi 4.0. Populasi dalam penelitian ini adalah seluruh tenaga kesehatan yang bekerja di RSUD 'Aisyiyah Padang. Sampel penelitian ditentukan menggunakan *teknik non-probability sampling* melalui metode *purposive sampling*, dengan responden sebanyak 70 orang. Hasil penelitian menunjukkan bahwa, *self-efficacy* berpengaruh negatif dan tidak signifikan terhadap *work-life balance*, *emotional intelligence* berpengaruh positif dan signifikan terhadap *work-life balance*, *self-efficacy* berpengaruh positif dan signifikan terhadap *work motivation*, *emotional intelligence* berpengaruh positif dan signifikan terhadap *work motivation*, *work motivation* berpengaruh positif dan signifikan terhadap *work-life balance*. Temuan lainnya menunjukkan bahwa *work motivation* berperan sebagai variabel mediasi dalam hubungan antara *self-efficacy* dan *work-life balance*, serta memediasi hubungan antara *emotional intelligence* dan *work-life balance*.

Kata kunci: *Self Efficacy*, *Emotional Intelligence*, *Work Motivation*, *Work-Life Balance*, Tenaga Kesehatan.

**THE EFFECT OF SELF-EFFICACY AND EMOTIONAL INTELLIGENCE ON
WORK–LIFE BALANCE MEDIATED BY WORK MOTIVATION AMONG
HEALTHCARE WORKERS AT
RSU ‘AISYIYAH PADANG**

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ABSTRACT

This study aims to analyze the effects of self-efficacy and emotional intelligence on work–life balance, with work motivation serving as a mediating variable among healthcare workers at RSU ‘Aisyiyah Padang. The study employed a quantitative approach with an explanatory research design. Data were collected through an online questionnaire distributed to healthcare workers at RSU ‘Aisyiyah Padang. The collected data were analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method with the assistance of SmartPLS version 4.0 software. The population of this study comprised all healthcare workers employed at RSU ‘Aisyiyah Padang. The sample was selected using a non-probability sampling technique with purposive sampling, resulting in a total of 70 respondents. The results indicate that self-efficacy has a negative and insignificant effect on work–life balance, while emotional intelligence has a positive and significant effect on work–life balance. Furthermore, self-efficacy and emotional intelligence both have positive and significant effects on work motivation. Work motivation also has a positive and significant effect on work–life balance. Additionally, work motivation acts as a mediating variable in the relationship between self-efficacy and work–life balance, as well as in the relationship between emotional intelligence and work–life balance.

Keywords: *Self Efficacy, Emotional Intelligence, Work Motivation, Work-Life Balance, Healthcare.*