

# UNIVERSITAS INTERNASIONAL BATAM

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Management Graduate Program  
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## ***THE EFFECT OF WORK AUTONOMY, WORK LOAD, AND WORK LIFE BALANCE TO SENIOR HIGH SCHOOL TEACHERS PERFORMANCE IN BATAM CITY***

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### ***ABSTRACT***

*The challenge of teachers is to plan lesson, do good quality teaching and learning process, and evaluate the outcome. The aim of this research is to find how teachers' performance could be measured through good loyalty and commitment in teaching, master and develop teaching materials, and discipline in fulfilling organization's assignments.*

*This research was using double regression method. The choosing sample technique was probability sampling. It is a sampling technique which give equal chance to each population element to be chosen as the sample members. There are 311 samples which all of them are state teachers of Senior High School or Vocational School in Batam City.*

*The result of this research shows the influence of work autonomy to work performance is exist, a teacher could explore new opportunity, thinking about strategies, processes, objectives, and decisions taken to complete the job tasks. Influence of work load to work performance test show no significant effect. Work load is a requirement of working productivity, it is stated in Government Rules number 19 year 2017 that a teacher has a required work load to be done. The test of work life balance and work performance shows a significant positive effect.*

### ***Keywords :***

*Work Autonomy, Work load, Work Life, Work Performance*