

The Effect Of Work Life Balance On Improving Employee Performance

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Abstract: This study aims to determine how much influence work life balance has on improving employee performance at PT Vegatyan Inti Prakasa. As for the population in this study are all employees who work in this company with the number of samples taken as much as the total population of 49 employees. The research method used is descriptive and verification research methods with processing techniques and data analysis in the form of simple linear regression analysis. Based on the results of data processing and analysis, it is known that work life balance has a significant effect on improving employee performance at PT. Vegatyan Inti Prakasa. Thus, it is known that if every employee who works has a balanced quality of life between work and life outside his / her job, then the work results shown by the employee can be even better.

Keywords: Work Life Balance, Employee Performance

1. Introduction

It cannot be denied that human resources are one of the most important assets owned by an organization or company in relation to the role they have which can determine the success of the business carried out by the organization or company. When an organization or company can have human resources who are able to carry out their work properly and produce optimal performance, it is certain that the performance of the organization or company can be better and able to achieve the vision and mission it has set. That way, employee performance can be one of the important elements that can determine the back and forth of a company, or a factor that can build a company in a better direction. It was also stated that employees are a very vital and most important asset for an organization or company, especially in carrying out organizational processes and achieving the goals of the organization (Tamunomiebi & Oyibo, 2020). However, the challenge for every organization in achieving its goals is how to optimize the performance of its employees (Tamunomiebi & Oyibo, 2020). If employees are able to show optimal work results while working, then the organization or company can increase their productivity and provide increasingly quality services. Companies need to strive for optimal employee work results so that the goals owned by the company can be realized properly.

PT. Vegatyan Inti Prakarsa is a national private company engaged in Water & Waste Water Treatment with several services including Industrial Waste Water Treatment (WWTP), Sewage Treatment Plant (STP), Sludge Dewatering Filter Press and Belt Press, Medial Filtration Water Treatment Plant, Drinking Water System, Reuse Water System, Ozone Oxidation System, Self Cleaning Micron Filtration System, Continuous Electro-Deionization (CEDI), Spare Parts and Equipment Water & Waste Water Treatment. The company, which was founded in 2007, has a vision, which is to become the fastest growing water and waste treatment company in Indonesia. For the various services offered by this company, it has been widely used by various industries, including the hotel industry, the pharmaceutical industry, the oil and gas industry, apartments, office buildings, and others.

In running its business, this company realizes that the existence of qualified workforce or human resources is one of the important factors that can determine the success of a company in achieving the goals it has prepared or aspired to. The company is of the view that the work that employees have at work can be one of the elements that builds a company, so that good employee performance can have an impact on the company's overall performance. Along with the more optimal work results shown by employees at work, the company can also show a better level of performance and with increasingly quality services. Even so, at work, not all employees are able to show work results that are in accordance with the work targets set by the company. Sometimes employees actually show poor work results due to various factors. The following is a table that shows data regarding the comparison between work targets and employee performance realization in the 2017 s.d. 2019 at PT. Vegatyan Inti Prakarsa:

Table 1: Target and Realization of Employee Performance at PT Vegatyan Inti Prakarsa 2017 to 2019

No	Work Indicators	Target (%)	Realization (%)		
			2017	2018	2019

1	Knowledge of work	100	74	82	79
2	Operational	100	76	74	70
3	Responsibility for work	100	75	73	72
4	Discipline	100	81	83	83
5	Cooperation	100	77	81	83
6	Service to the community	100	76	74	73
7	Procedure compliance	100	80	76	82
8	Integrity	100	81	82	80
9	Presence	100	82	80	84
10	Initiative	100	78	75	73

Source: PT. Vegatyan Inti Prakarsa, 2019

Based on the data on the achievement of work results shown in table 1, it is known that the work results shown by employees during the 2017 to 2019 time period are still not said to be optimal or run well. This can be seen through the level of realization of work results which during the last few years has never reached its work target or with a value that is still below the work target that has been determined for each work indicator that is assessed. In addition, several assessed work indicators also show a figure that tends to decline from year to year. One of the factors that can be the cause of the fluctuation in the percentage level of work realization owned by employees who work in this company, including the inability of employees to divide their time between their personal life and their work is caused by an increasing workload, in addition to employees not having good work skills in completing the work that has become his job duties and responsibilities. This is supported by a statement expressed by one of the officials who was asked for his comments regarding the work results of employees working in this company which stated that there are several reasons for employee performance to not show optimal results, including: 1) The number of employees who are only able to work at one field of work, so that work in other fields does not run optimally; 2) Most of the training provided to employees did not go well because it did not have any impact on the employee's work, which should have been better; 3) Employees who work in the operational division have too long working hours, especially if they get an overloaded job; 4) There were several employees who decided to stop working from this company; 5) The lack of supervision of employees who work outside the city or province; 6) Employees work at the demands of the company and are not based on the motivation of each individual employee; and 7) The ability of employees to work that is not in accordance with the workload they have.

Work life balance can be defined as the extent to which a person is carried away and feels satisfaction in terms of balancing time and psychological involvement with their role in work life and personal life (e.g. time for oneself, time with parents, family, partners, friends and society), and there is no conflict between the two roles (Westman et al in Saina et al, 2016). Work life balance can be an important factor that every employee needs to pay attention to, where if each employee has a balanced quality of life in relation to their family and work, then the employee can show a higher level of work productivity and be able to perform well. Conversely, if an employee does not have a balance between his personal life and work, the performance shown by the employee may decrease. The tendency of employees to feel happier and satisfied with their work is usually shown by employees who are able to manage their time well (balance) between their work at work and their personal life with their family. Several dimensions and indicators can be used in measuring work life balance, including (Fisher in Nurlambang, 2016): 1) Work Interference with Personal Life (WIPL), namely the extent to which work can interfere with an individual's personal life with indicators in the form of length of time worked for employees, time to meet family and personal life time; 2) Personal Life Interference with Work (PLIW), namely the extent to which an individual's personal life interferes with his work life with indicators in the form of decision making, family responsibility, punctuality in completing tasks, and patterns in workload; 3) Personal Life Enhancement of Work (PLEW), namely the extent to which a person's personal life can improve the person's performance at work with indicators in the form of work atmosphere, relationships with superiors / subordinates, and social life outside of work; and 4) Work Enhancement of Personal Life (WEPL), namely the extent to which work can improve the quality of personal / individual life with indicators in the form of job skills and training expertise. Meanwhile, talking about performance can be interpreted as a result of work in quality and quantity that can be achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him (Mangkunegara, 2015). There are several dimensions or indicators that are used as a measure in assessing the good and badness of a person at work, including (Terry, G.R & Rue, LW, 2016): 1)

Quality of work, which is an assessment measured through employees' perceptions of the quality of work produced and perfection of duties on the skills and abilities of employees; 2) Work quantity, namely the amount generated and expressed in terms such as units and number of activity cycles completed; 3) Punctuality, namely the level of activity completed at the beginning of the stated time; 4) Effectiveness, namely the extent to which organizational resources (manpower, money, technology, and raw materials) can be used in increasing the output of each unit; 5) Independence, namely the extent to which a person is able to work without first giving orders; 6) Commitment to work, namely the extent to which a person wants to remain loyal to the organization.

The ability of an employee to balance job satisfaction with other roles outside of work can be a very important factor in determining his or her performance at that job ((Tamunomiebi & Oyibo, 2020). This is evidenced by several scientific articles which state that work life balance has a significant influence on employee performance that is getting better (Wolor et al, 2020; Mendis & Weerakkody, 2017; Bataineh, 2019; Haider, Jabeen & Ahmad, 2018; Mmakwe, Anthonia & Ukoha, 2018; Wolor et al, 2020; Thamrin & Riyanto, 2020; Krishnan, Loon & Tan, 2018; Obiageli, Uzochukwu & Ngozi, 2015; Ojo, 2012; Dissanayaka & Ali, 2013; Kamau, et al, 2013; Hye, 2013; Ojo, et al, 2014; Azeem & Akhtar, 2014; Vishwa, et al, 2015).

Based on this explanation, the authors became interested in conducting research with the title "The Effect of Work Life Balance on Improving Employee Performance".

2. Research method

The research method used is a descriptive research method, which is a research method that aims to analyze data carried out by describing or describing the data that has been collected as it is without intending to make generalized conclusions or generalizations, and methods. verification, which is a research method that aims to test the hypotheses that have been formulated (Sugiyono, 2014). It is stated that what is meant by operational variables is to describe / describe research variables in such a way, so that these variables are specific (multiple interpretation) and measurable (observable or measurable) (Nuryaman & Kristina, 2015). The variables examined in this study consisted of 2 (two) main variables, namely the Work Life Balance (X) variable which acts as an independent variable, and the Employee Performance variable (Y) which acted as the dependent variable. Meanwhile, the purpose of this study was to determine how much influence the Work Life Balance (X) has on Employee Performance Improvement (Y) at PT. Vegatyan Inti Prakasa.

The population in this study, namely all employees who work in this company, amounting to 49 employees. Because the population is less than 100 people, the number of samples taken is as much as the entire population. That way, for the sampling technique used in this study, namely in the form of a saturated sampling technique (census) which is used if all members of the population are used as samples (Sugiyono, 2017).

The data collection techniques used in this study were carried out in various ways, including through interviews, namely data collection techniques carried out by exchanging information and ideas through questions and answers with respondents, in this case the questions and answers were addressed directly to the company staffing. aims to ask the problem under study, distributing questionnaires, namely data collection techniques carried out by providing a set of written questions to respondents to be answered, and through observations made by observing directly into the company which aims to obtain information and data that is useful in finding problems which is being researched. In addition, data collection was also carried out using secondary data, namely by studying literature books and other sources, especially if they were still related to the problems examined in this study.

Meanwhile, the data processing and analysis techniques used in this study were carried out using a simple linear regression analysis method whose calculations were carried out using the SPSS version 25.0 program.

3. Research results and discussion

a. Results of data processing

The coefficient of determination (R^2)

The coefficient of determination (R^2) test is used to measure the extent to which a model can explain the variation of the independent variable which has a value between 0 and one (Ghozali, 2017).

From the data shown in table 2, it is shown that the value of the coefficient of determination (adjusted R^2) obtained for the variables studied in this study shows a figure of 0.084, which means that only 8.4% of employee performance increase can be determined by the ability of an employee in create a balance between personal life and work life which is one of the contributing factors. It is known that employees who are able to divide their time and involvement between work and personal life can be one of the factors that influence the improvement

of the employee's performance. That way, the results of these measurements can explain that the two variables studied in this study are related to one another.

Table 2: Determination Coefficient (R2) Effect of Work Life Balance on Employee Performance

Improvement Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.289 ^a	.084	.064	2.084	

a. Predictors: (Constant), Work Life Balance

b. b. Dependent Variable: Employee Performance

Source: Primary Data Calculation Results

Linear regression analysis

To find out whether the work life balance variable, as the independent variable (X), has a significant effect on the employee performance improvement variable, as the dependent variable (Y), in this study, a simple linear regression analysis method is used where statistical calculations are carried out using the assistance SPSS software program version 25.0. The simple linear regression equation model that is formed can be seen in the following table:

Table 3: Simple Linear Regression Results Effect of Work Life Balance on Employee Performance Improvement Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.201	6.103		3.966	.000
	Work Life Balance	.263	.127	.289	2.073	.044

a. Dependent Variable: Employee Performance

Source: Primary Data Calculation Results

By referring to the results of the simple regression equation which can be seen in table 3, it is known that the effect of work life balance on improving employee performance can be explained as follows:

- If the value of variable X is equal to (0), then the value of variable Y = 24,201
- When the value of variable X increases by 1 (one), then the value of variable Y will increase by .263.

$$Y = 24.201 + (.263X) + \epsilon \tag{1}$$

Hypothesis test calculation

What is called a hypothesis is a temporary answer or guess to the problem being studied (Silalahi, 2010). In this study, the main hypothesis is that there is a significant influence between work life balance on improving employee performance. To find out the truth of the hypothesis that he has formulated, the next step is the need for a hypothesis test aimed at finding answers to whether the hypothesis he has formulated is acceptable or even rejected which is calculated using the F test statistical formula which is useful in testing the significance between the two. the variables studied.

From the data shown in table 4, it is known that the value of p has a smaller number than the α level used, which is 0.05, or 0.044 < 0.05, so H0 is rejected, which means that the work life balance has a significant impact or effect or means to improve employee performance.

Table 4 Hypothesis testing ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.655	1	18.655	4.297	.044 ^a

Residual	204.039	47	4.341
Total	222.694	48	

- a. Predictors: (Constant), Work Life Balance
 b. Dependent Variable: Employee Performance
 Source: Primary Data Calculation Results

Discussion

The results showed that there was a significant influence between the two variables studied in this study, namely the work life balance variable acting as the independent variable (X), with the employee performance enhancement variable acting as the dependent variable (Y). That way, it is known that the more capable an employee is in aligning work life with his personal life (family, friends and culture), the work results shown by these employees can be better because employees feel more satisfied with their current work. This is evidenced by the results of research conducted by Saina, Pio & Rumawas (2016) which states that there is a significant influence between work life balance on employee performance. In his research, it was stated that harmony between personal life and work can be one of the important needs possessed by every employee because it can affect the mood, focus of thought and action shown by employees during work. The higher the employee's satisfaction is caused by the balance or harmony in managing the time between personal life and work, the better the work results of the employee concerned.

4. Conclusions and suggestions

Based on the results of the research and discussion previously described, it is concluded that work life balance can have a significant effect on improving employee performance. That way, if an employee is able to balance his time and involvement directly between work and his personal life (family, hobbies and culture), then the work results owned by these employees can be better, which is shown through work behavior that is more enthusiastic at work, more focused and effective, and with higher quality of the work they do.

It should be noted that this research still has many shortcomings that need to be corrected, so there is a need for suggestions or criticism that can make this research more interesting in the future by bringing up other variables that still have a relationship or relationship with the problems studied in this study. , especially variables related to employee performance such as job stress variables, career development, work environment, work discipline, job satisfaction, leadership style, compensation, and other variables.

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