



THE INFLUENCE OF WORK LIFE BALANCE ON EMPLOYEE PERFORMANCE

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Received 23-05-2025 | Revised 25-06-2025 | Accepted 28-07-2025

ABSTRACT

This research is quantitative with an explanatory approach, an approach that relies on previous research as the primary reference for developing and proving hypotheses. The data used in this study is primary data obtained by the researcher from 375 employees working at Bank Central Asia. This data was analyzed using the smart PLS 4.0 analysis tool. The result in this article show that the influence of the Work-Life Balance variable on Employee Performance. Based on the results of the third table above, it can be concluded that the Work-Life Balance variable can have a positive relationship and a significant influence on Employee Performance because the P-Values are positive and below the 0.05 significance level, namely 0.000.. These results mean that a higher Work-Life Balance can make employees more productive, targets are easily achieved, and employee performance increases. Ultimately, Employee Performance will also improve.

Keywords: *Influence, Work Life Balance, Employee Performance*



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INTRODUCTION

Work life balance is a person's ability to balance work demands with personal and family needs (Wijaya and Dewayani Soeharto 2021). Work life balance in the work environment helps managers to connect work and life where it has the aim of testing individuals towards work that is mediating the relationship between work life balance and work results (Jaharuddin 2018). Work life balance or balance of life in work according to (Larasati, Hasanati, and Istiqomah 2019), states that work life balance is a level of satisfaction related to multiple roles in a person's life. Work life balance is generally associated with balance, or maintaining all aspects of human life. So it can be

concluded that work life balance is a form of balance that occurs in a person's life where they do not forget their duties and obligations at work without having to neglect all aspects of their personal life.

Work-life balance encompasses four important components (Nur Intan Maslichah Kadarisman Hidayat 2017): 1) Time, which encompasses the amount of time spent working compared to time spent on other activities outside of work. 2) Behavior, which encompasses actions taken to achieve desired goals. This is based on a person's belief that they are capable of achieving what they desire in their work and personal goals. 3) Tension, which encompasses anxiety, stress, loss of important personal activities, and difficulty maintaining attention. 4) Energy, which encompasses the energy used to achieve desired goals. Energy is a limited resource in humans, so if an individual lacks the energy to perform activities, it can increase stress.

(Panggabean 2018) state that there are three aspects of work-life balance, namely: 1) Time balance: Focuses on the balance of time given to work and outside of work. Time balance means the amount of time a person gets when working and activities outside of work. The expected results of time balance are increased concentration, increased productivity, increased job satisfaction, better time organization and reduced stress. 2) Balance of involvement: Focuses on equality in psychological involvement in work and roles outside of work, so that one can enjoy the available time and be involved both physically and emotionally in social activities. 3) Balance of satisfaction: Focuses on the level of balance of a person's satisfaction in work and outside of work. Satisfaction will arise if a person can accommodate the needs of work and outside of work well. This can be seen from family conditions, relationships between coworkers and the quality and quantity of work that has been completed.

The benefits of work-life balance for organizations according to (Chemirmir 2018) are as follows: 1) Reducing lateness when coming to work and employee absenteeism. 2) Increasing productivity in work and organizational image. 3) Increasing employee loyalty and commitment 4) Increasing employee value and retention 5) Reducing employee turnover rates and overtime costs. Several factors that influence work-life balance, (Fisher, 2013), are: 1) Personality characteristics There is a relationship between the type of attachment an individual gets as a child and work-life balance. Individuals who have secure attachments tend to experience positive spillover compared to individuals who have insecure attachments. 2) Family characteristics Become one of the important aspects that can determine whether there is conflict between work and personal life. For example, role conflict and role ambiguity in the family can affect work-life balance. 3) Job characteristics Include work patterns, workload and the amount of time spent working can trigger conflict both in work and in personal life. 4) Attitude Where in attitude there are components such as knowledge, feelings and tendencies to act. The attitude of each individual is one of the factors that

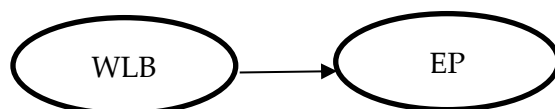
influences work life balance.

Based on the explanation above, researchers believe that work-life balance can have a positive relationship and a significant influence on employee performance. Several previous studies (Kristiani 2014); (Parkes 2008) & (Wijayanto, Suharti, and Chaniago 2022) indicate that work-life balance can have a positive relationship and a significant influence on employee performance. Unlike the aforementioned studies, this article uses a more varied set of respondents.

METHODS

Figure 1

Model



Noted:

WLB: Work-Life Balance

EP: Employee Performance

Based on the explanation above, this study aims to determine whether the Work-Life Balance variable can have a positive relationship and a significant influence on Employee Performance (Yoyo 2018). This research aligns with several previous studies, namely (Kristiani 2014); (Parkes 2008) & (Wijayanto, Suharti, and Chaniago 2022). The difference in this article is that the researcher's respondents are more varied (Zurnali 2010) & (Panggabean 2018). This research is quantitative with an explanatory approach, an approach that relies on previous research as the primary reference for developing and proving hypotheses (Sedarmayanti 2009). The data used in this study is primary data obtained by the researcher from 375 employees working at Bank Central Asia (Abdurahman 2016). This data was analyzed using the smart PLS 4.0 analysis tool with the following hypotheses.

Hypothesis:

H1: The Influence of Work-Life Balance on Employee Performance

RESULTS AND DISCUSSIONS

Background Analysis

Work life balance is a person's ability to balance work demands with personal and family needs (Wijaya and Dewayani Soeharto 2021). Work life balance in the work environment helps managers to connect work and life where it has the aim of testing individuals towards work that is mediating the relationship between work life balance and work results (Jaharuddin 2018). Work life balance or balance of life in work

according to (Larasati, Hasanati, and Istiqomah 2019), states that work life balance is a level of satisfaction related to multiple roles in a person's life. Work life balance is generally associated with balance, or maintaining all aspects of human life. So it can be concluded that work life balance is a form of balance that occurs in a person's life where they do not forget their duties and obligations at work without having to neglect all aspects of their personal life.

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Validity Test

This testing phase aims to determine whether the questionnaire distributed to 375 Bank CentralAsia employees across Indonesia is valid. To determine this, the following validity test results are presented in this article (Sarstedt et al. 2014).

Table 1
Validity Test

Variable	Question Item	Loading Factor
Work-Life Balance (X)	Work-Life Balance Can Affect Employee Performance	0.892
	Work-Life Balance Can Increase Employee Targets	0.879
	Work-Life Balance Can Improve Employee Achievement	0.899
	Work-Life Balance Can Improve Employee Achievement	0.914
Employee Performance (Y)	Employee Performance Can Be Influenced by Improved Student Achievement	0.925
	Employee Performance Can Be Influenced by Improved Employee Performance	0.933
	Employee Performance Can Be Influenced by	0.921

	Improved Employee Lifestyle	
	Work-Life Balance Can Affect Employee Performance	0.936

Valid > 0.70

Reliability Test

The next stage, which serves to determine whether the variables used in this study are reliable or not, is the reliability test. In this study, two variables were used: Work-Life Balance and Employee Performance. Based on this, the following are the results of the reliability test in this article (Ghozali 2016).

Table 2
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work-Life Balance	0.928	0.885	Reliable
Employee Performance	0.962	0.925	Reliable

Reliable > 0.70

Path Coefisien

This stage serves to determine whether the hypothesis used in this research can be proven or not. Based on this, the results of the Path Coefficient in this article can be seen (Hair 2010).

Table 3
Path Coefisien

Direct Influence	Variable	P-Values	Noted
	WLB->EP	0.008	Accepted

Significant Level < 0.05

The research used only one hypothesis, namely the influence of the Work-Life Balance variable on Employee Performance. Based on the results of the third table above, it can be concluded that the Work-Life Balance variable can have a positive relationship and a significant influence on Employee Performance because the P-Values are positive and below the 0.05 significance level, namely 0.000. These results are in line with previous studies, namely (Kristiani 2014); (Parkes 2008) & (Wijayanto, Suharti, and Chaniago 2022). These results mean that a higher Work-Life Balance can make employees more productive, targets are easily achieved, and employee performance increases. Ultimately, Employee Performance will also improve.

CONCLUSION

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