

THE INFLUENCE OF WORK-LIFE BALANCE ON JOB SATISFACTION OF EMPLOYEES OF THE REGIONAL DISASTER MANAGEMENT AGENCY OF BANTEN CITY

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ABSTRACT

The role of work-life balance in increasing employee satisfaction at work is very important. This study was conducted to determine how much influence work-life balance has on job satisfaction of Banten City Regional Disaster Management Agency employees. This research is a quantitative study that uses primary data sources and uses questionnaires as data collection techniques. The population and samples used in this study were 32 employees of the Banten City Regional Disaster Management Agency using saturated sampling techniques. The data analysis method used is descriptive analysis, simple linear analysis, determinant coefficient and T test hypothesis testing. The results of the analysis show that work life balance has a positive and significant effect on job satisfaction of Banten City Regional Disaster Management Agency employees. The contribution of the independent variable Work Life Balance (X) to Job Satisfaction (Y) is 0.634 or 63.4%, while the remaining 36.6% is influenced by other factors outside this study such as compensation, work safety work stress, and so on.

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1. INTRODUCTION

Rules and Policies in every company are not the same. Each company has rules and policies that follow the needs of the company. Every employee who works for a company or institution has rights and obligations based on the rules set by the company. Between the company and its employees need each other to achieve their goals. A company will not be able to operate if there are no employees, while employees need a company to be able to fulfil their needs. The rights and obligations between companies and employees have an important role when selecting prospective employees who will be recruited according to the needs of the company. The rules applied by a company must be able to pay attention to the balance between life and work (work-life balance) so that there is no decrease in performance in employees in a company (Kulshrestha, 2020). Work-life balance is subjective because each person's meaning is different. Because companies implement policies and rule changes require adaptation to the work environment and work location. Work-life balance initiatives are designed by companies with or without the participation of their employees (Maslichah, 2017). The work-life balance of employees or employees of an organisation or company is something that must be considered, because it will greatly affect the performance or productivity produced (Zivcicova & Masarova, 2016). A company or organisation will find it difficult to operate and obtain the desired goals, if its employees are unable to carry out their duties and functions properly. Especially if the company provides various pressures and job demands by not paying attention to employee job satisfaction. Job satisfaction describes how satisfied someone is with their job (Ali & Fathi, 2014; Hayatun & Ernawati, 2022; Zega, 2022). Job Satisfaction is closely related to feelings and emotions that are pleasant or unpleasant according to the employee's view of his job (Kumari, 2011). Job satisfaction is an important aspect that needs to be considered both by companies or organisations and also workers or employees. An increase in the aspect of job satisfaction will encourage the emergence of loyalty at work (Kumari, 2011). In improving employee job satisfaction, companies should implement work-life balance. Companies must realise that an employee will not only face tasks, roles and problems in his job, but also outside his job (Deivasigamani & Shankar, 2017). Work-life balance is very important to implement in increasing employee satisfaction. An employee who has sufficient work-life balance will usually tend to have minimal stress, have good work motivation, and have a close relationship with colleagues and superiors. This situation indicates the employee's ability to separate personal and work life matters properly (Swargarani, 2017).

The Banten City Regional Disaster Management Agency (BPBD) is a regional apparatus organisation in Banten City, which carries out its duties and functions as mandated in Article 21 of Law Number 24 of 2007 concerning Disaster Management, namely "establishing guidelines and directions in accordance with the policies of the Regional Government and the National Disaster Management Agency for disaster management efforts which include disaster prevention, emergency management, rehabilitation, and reconstruction in a fair and equal manner".

BPBD Banten City makes efforts to overcome and reduce disaster risk which includes pre, during and post-disaster. Given the important role of BPBD Banten City in terms of disaster management, it should be accompanied by a good balance of life and work for the apparatus and personnel on duty. The high number of disasters is not accompanied by the quantity and quality of existing personnel. Currently, BPBD Banten City has 32 apparatus, while according to the workload analysis and position analysis conducted, BPBD Banten City should ideally have 98 apparatus so that all work can be divided properly to all employees. The high number of disasters and the extent of disaster-prone areas in Banten City have resulted in BPBD Banten City, which is the leading sector in the disaster sector, working more than other government agencies. This situation requires BPBD Banten City to work for 7 (seven) days in 1 (one) week, which means that alternately with shift-shaped working hours, BPBD employees or personnel must always be available within 24 hours to monitor disaster conditions in Padang City.

If a disaster occurs in several locations at the same time and has a considerable distance to travel, the personnel on duty at that time need the energy of other personnel who are not on duty because of the shortage of members in carrying out their duties. This causes increased work volume, excessive working hours, reduced rest time and disruption of time and togetherness with family. These conditions result in a disruption of work-life balance, which is also likely to affect employee satisfaction levels. In addition, other routine tasks such as socialisation activities, simulations, monitoring of disaster-prone areas and other mitigation activities must also be carried out.

Life balance in achieving satisfaction is divided into 3 (three) areas, namely, personal, family and work. Work will demand intensity and working hours spent. Additional working hours plus travelling time from home, high work intensity or work pressure are likely to cause fatigue, anxiety, and other bad things (Delecta, 2011). So based on the above, research was conducted to find out more about the balance of life and work can affect the job satisfaction of BPBD Banten City employees.

2. METHOD

The type of research used in this study is quantitative research method. Quantitative research focuses on testing theories by measuring research variables in numbers and analysing data using statistical procedures (Agussalim, 2018). The research was conducted using a causal associative approach. According to Sugiono, associative research is conducted by asking about the relationship between two or more variables in a problem formulation. Furthermore, the causal relationship itself is a relationship that is cause and effect (Sugiyono, 2019). So, this study intends to test the relationship between two research variables that are causal in nature.

The data collection methods used are: 1). Field research, and 2). Literature research. The data collection techniques used are: 1). Field research is carried out in a way, namely: a). Questionnaires, and b). Interview, 2). Library research is done by means of documentation studies. The type of data used in this study is quantitative data, namely data in the form of numbers, or data that is scaled (scoring). The data comes from answers to questionnaire questions given to Banten City Regional Disaster Management Agency employees. The data source used in this study is primary data, where the data is directly given to the researcher as a data collector. Data collection was carried out by distributing questionnaires to respondents as the object of research which were then filled in directly by the respondents. The population used in this study were Banten City BPBD personnel, who had the status of Civil Servants (PNS) as many as 32 people. The sampling technique used is saturated sampling technique. Saturated sampling is a sampling technique where the number of samples is the same as the population. The population of data taken in this study were all BPBD personnel in Banten City who had the status of Civil Servants (PNS) as many as 32 people.

3. RESULT AND DISCUSSION

A. Respondent Description

1. Based on age

Research respondents based on the age description of the majority are aged 41-50 years as many as 10 people and more than 50 years as many as 10 people.

2. Based on gender

Research respondents based on the description of gender are mostly male as many as 28 people.

3. Based on education

Research respondents based on the description of the majority of education are high school as many as 11 people and D4 / S1 as many as 11 people.

4. Based on length of work

The majority of research respondents based on the description of length of work are greater than 4 years as many as 28 people.

B. Research Instrument Test

1. Validity Test

Based on the trial questionnaire that has been distributed, of the 35 questions given, 34 questions are declared valid and 1 (one) question is invalid. The question is declared valid, because $R_{count} > R_{table}$ or significant value < 0.05 . The highest average R_{count} was 0.912 and the lowest was 0.34, while the largest significant value was 0.045 and the lowest was 0.000. Therefore, only 34 questions were tested for reliability. While 1 (one) invalid question, which is found in the dimension of personal life (improving work performance on work-life balance variables) with the results of data processing, because the value of R_{count} (0.087) $< R_{table}$ (0.334) or the significance value (0.618) > 0.05 .

2. Reliability Test

According to Sugiyono, if the Cronbach's Alpha value is > 0.6 , it is said that the instrument is reliable, which means that the instrument can be used several times to measure or assess the same object and will produce the same data. Work Life Balance (X) after being processed with SPSS version 16.00, obtained a Cronbach's Alpha value of 0.904. This value indicates that variable X is reliable and has an interpretation of the r value strongly agree. Meanwhile, Job Satisfaction (Y) after being processed obtained a Cronbach's Alpha value of 0.657. This shows that variable Y is reliable and has an interpretation of the r value of agree.

C. Analysis Prerequisite Test

1. Normality Test

The results of the research normality test on the Kolmogorov Smirnov test output of the Work-Life Balance variable have a significant value of $0.200 > 0.05$. Thus variable X is normally distributed. While the Job Satisfaction variable has a significant value of $0.034 < 0.05$. Thus variable Y distribution is not normal. To overcome the problem of abnormal data, one of the steps that can be taken is to remove the outliers. Some experts argue that outliers are better discarded, because they can confuse and interfere with the value of statistical testing. According to Wahyudi Widhiarso (in Khasanah, 2014), outliers are strange data, which is caused by incorrect data entry, or it could be because the individual is unique and has a different attitude from most people. According to Wakhinuddin (2009), outliers can be detected by testing standardised residuals using graphs. As for how to see outliers data in this study using the boxplot method. According to Junaidi (2014: 1), the boxplot, also known as the box-and-whisker diagram, is data in a square box. From the output of the research that has been done, as seen in Figure 2, it can be seen that subject numbers 12 and 15 are indicated as outliers. The possibility of the data being outliers is because the answers from the questionnaire are different from the answers of the respondents as a whole.

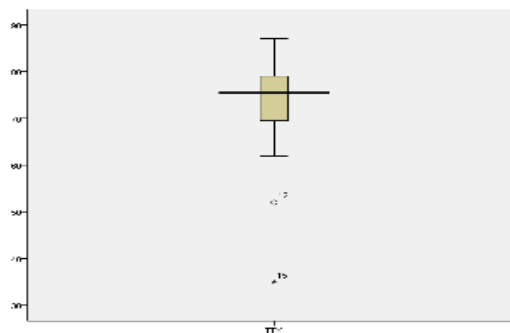


Figure 2. Data Outliers

The normality test was then carried out again and the new kolmogov-smirnov test results were obtained. The value obtained by the job satisfaction variable has a significant value of $0.200 > 0.05$. While the work-life balance variable has a significant value of $0.200 > 0.05$. So it can be concluded that both variable data are normally distributed.

2. Homogeneity Test

Based on the homogeneity test that has been carried out, a significant value of 0.365 is obtained with a significant level > 0.05 . The significant value of the resulting data is greater than the significance level, so the data is homogeneous.

3. Linearity Test

Based on the linearity test that has been carried out, the deviation from linearity significance value is 0.111, which means it is greater than 0.05. This means that there is a linear relationship between work-life balance variables and job satisfaction.

D. Quantitative Analysis

1. Simple Linear Regression

The results of the simple linear regression test that have been carried out can be seen in Table 1.

Table 1. Regression Coefficient

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.861	.447		1.928	.064
	TX	.753	.108	.798	6.967	.000

a. Dependent Variable: TY

Based on the analysis of the Regression Coefficient table, the simple linear regression equation is obtained as follows:

$$Y = a + bx + e$$

$$Y = 0,861 + 0,753X + e$$

Based on the above equation, the following can be described:

- Constant of 0.861, meaning that if there is no work-life balance ($X=0$), then the value of job satisfaction of BPBD Banten City employees is equal to the constant of 0.861.
- The regression coefficient is 0.753, the coefficient is positive, so it is concluded that work life balance has a positive influence on job satisfaction of BPBD Banten City employees, where if the value of work life balance increases by one unit, the value of job satisfaction increases by 0.753.

2. Coefficient of Determination

The results of the determination test that have been carried out can be seen in Table 2.

Table 2. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.798 ^a	.634	.621	20754

a. Predictors: (Constant), TX

The R square value is 0.634, which means that the contribution or influence of work-life balance variables on employee job satisfaction is 63.4%. Meanwhile, 36.6% is influenced by other factors. In other

words, the amount of variability in employee job satisfaction in BPBD Banten City explained by using the work-life balance dimension has a value of 63.4%, while 36.6% of variability in job satisfaction in BPBD Banten City can be explained by factors outside this study, such as compensation, work stress, work safety, and so on.

E. Hypothesis Testing

T Test (Partial Test)

The results of the T test that have been carried out can be seen in Table 3.

Table 3. Regression Coefficient

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.861	.447		1.928	.064
	TX	.753	.108	.766	6.967	.000

a. Dependent Variable: TY

The work-life balance variable hypothesis is $H_0: \beta \neq 0$. The work-life balance variable has a significant effect partially (partially) on the job satisfaction variable. From the results of data processing, it is obtained that the value of hypothesis testing using the T test on the Work Life Balance variable where $df = n - k = 32 - 2 = 30$, obtained a T table of 2.042. From these results, it can be seen that T count is 6.967, which means that T count (6.967) is greater than T table (2.042). This shows that the work-life balance variable has a significant influence on the job satisfaction variable.

In the work-life balance variable with a significance level value of 95% ($\alpha = 0.05$), the significance number (P Value) on the work-life balance variable is $0.000 < 0.05$. Based on this comparison, H_0 is rejected and H_a is accepted, or it means that the work-life balance variable has a significant influence on the job satisfaction variable of BPBD Banten City employees.

Based on the results of simple linear regression analysis and hypothesis testing that has been carried out, it shows that work-life balance has a positive and significant effect on job satisfaction of BPBD Banten City employees. If an employee's work life balance is categorised as good or good, it will be able to improve his performance. So, it can further have an impact on job satisfaction for these employees. From the analysis conducted, it can be seen that the contribution of the independent variable work-life balance (X) to the dependent variable job satisfaction (Y) is 0.634. This figure shows that job satisfaction is influenced by work-life balance factors by 63.4%, while 36.6% is influenced by other factors outside this study such as compensation, work safety, work stress, and so on.

The results of this study are also supported by Hooja's (2018) research, which states that work-life balance implemented by a company or organisation will have an impact. One of the impacts of work-life balance is job satisfaction felt by subordinates or employees as one of the benefits or benefits of the organisation. According to research by Rondonuwu (2018), it also shows that work-life balance has an influence on job satisfaction factors with an effective result of 37.4%. Another study, also conducted by Ganapathi (2016), illustrates that work-life balance variables contribute or influence 42.2% to job satisfaction variables, while the remaining 57.8% is influenced by other variables not examined in the study. In addition, according to Wahyuni (2018), work-life balance and job satisfaction have a positive and significant effect on the loyalty of employees and teachers of Babarsari private school in Pancur Batu District.

The results of this study as a whole show that the work-life balance in Banten City BPBD employees is already in the high category. So, this makes the level of employee job satisfaction in BPBD Banten City also high. Although there are also other factors that may have an influence on employee job satisfaction and a small research background. This shows a difference with the results of the scale in the field, which is due to the research background leading to individual answers, while the results of the scale answers are an interpretation or description of the results of individuals in the group as a whole. These results show that the total subject's answers lead to results that are categorised as high, but in general there is a positive influence and a high category of work-life balance on job satisfaction.

4. CONCLUSION

Based on the results of the research and discussion that has been carried out in the previous chapter on the effect of work-life balance on employee satisfaction of the Banten City Regional Disaster Management Agency, the following conclusions are drawn: Work-life balance has a significant positive effect on job satisfaction at the Banten City Regional Disaster Management Agency.

The contribution of the independent variable work-life balance (X) to the dependent variable job satisfaction (Y) is 0.634. This figure shows that job satisfaction is influenced by work-life balance factors by 63.4%, while the remaining 36.6% is influenced by other factors outside this study such as compensation, work safety, work stress, and so on.

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