

The Effect of Work Life Balance and Job Satisfaction on Employee Performance at Grand Inna Medan

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Abstract

This research aims to find out and prove whether work life balance and job satisfaction affect employee performance at Grand Inna Medan with a total of 38 respondents from Grand Inna employees. The regression analysis used is multiple linear regression with the results of the study stating that work life with the results of the coefficient of determination test where R^2 is 56.1% this indicates that the work life balance and job satisfaction variables are able to explain the variations that occur in the performance of Grand Inna Medan employees, while the remaining 43.9% is explained by other variables not examined in this study. The results of the simultaneous test that $F_{hitung} > F_{table}$ then simultaneously work life balance and job satisfaction affect employee performance. While the results of the partial test state that the work life balance $t_{hitung} < t_{table}$, the work life has no effect on employee performance. While job satisfaction with $t_{hitung} > t_{table}$, job satisfaction has a positive and significant effect with a significance of $0.000 < 0.05$.

Keywords: Work life balance, job satisfaction, employee performance

1. INTRODUCTION

Often, in living our lives we prioritize work over other matters related to our lives. Having the will to be professionally successful can give us the impetus to neglect our own well-being. However, how can we achieve a work-life balance that matches or blends with work-life to be useful, to be able to improve not only our physical, emotional, and mental well-being, but also important for our career development. The growth of the business world today is shooting like a rocket that triggers and creates a very sharp competitive turmoil. To achieve the goals, the company certainly has a strategy so that these goals are achieved. One of them is a strategy in the field of human resources. Because we should not deny that human resources in a company have an important role for the success of the company in achieving its goals. Currently, human resources have a strategic position in achieving company goals. The achievement of company performance cannot be separated from employee performance which is heavily influenced by variables including job satisfaction and work life balance. Lingga (2020) in his research concludes that employee performance is significantly affected by work life balance and job satisfaction either partially or simultaneously.

Pebiyanti and Winarno (2021) concluded that employee performance at Bank BJB Tasikmalaya Branch was partially affected by a positive and significant work life balance. The phenomenon of work life balance becomes an interesting topic of discussion when someone who is successful in both personal life and lifework. Not apart from job satisfaction experienced by employees in a company is also another factor causing the company's success in achieving targets in operations. For Grand Inna Medan as a State-Owned Enterprise whose business is in the hospitality service industry, of course, it is not spared in the situation of the business world being hit by the COVID-19 pandemic and also the intense competition between hotels in the city of Medan today. Therefore, Grand Inna Medan must also pay attention to the continuity of the involvement and position of existing human resources in the organization for the progress of the company. Each employee has a work-life balance that is different from one another due to the different backgrounds of each employee. The work situation due to this pandemic has an impact on work life balance and also job satisfaction which in turn has an impact on the performance of the employees themselves.

Wambui et al (2017) state that employee welfare, their performance and organizational performance will be at great risk when an insufficient work life balance is found. In line with research conducted by Mendis and Weerakkodu (2014) in Sri Lanka and Wambui et al (2017) at Kabarak University, Kenya stated that work life balance affects employee performance. Several similar studies were also conducted in Indonesia related to work life balance that affects employee performance. Saina, et al (2016) conducted research on PT. PLN Suluttenggo Manado area concluded that work life balance has a positive and significant effect on employee performance. Devi (2020) in his research on employees of the Housing and Regional Office Makassar City Settlement states that work life balance has a positive and significant effect on employee performance at the Makassar City Housing and Settlement Area. This shows that employee performance can increase when the work life balance is implemented properly.

Dina (2018) in her research on employees at KUD Minatani Brondong Lamongan concluded the same thing that work life balance affects employee performance at KUD Minatani Brondong Lamongan (Arifin and Muharto, 2020) (Parangin-angin and Saragih, 2021) (Suhartini, 2021)). Akinlade and Nwaodike (2021) concluded in their research at Murtala Muhammed Airport (MMA) and Victor Attah International Airport in Kenya that work-life balance has the ability to increase an employee's job satisfaction and influence changes in employee performance at both airports. Therefore, it is recommended that MMA and VAIA Management enable a work environment, reward system, adequate training program, and tools and equipment needed in order to encourage, and enhance employee satisfaction and performance.

Work Life Balance

According to Delecta (2011) work-life balance is an individual's ability to fulfill work and family commitments, as well as other responsibilities in addition to work and other activities. According to Singh and Khanna (2011), work-life balance is a big concept that involves determining the selection of things that are prioritized accurately between work (career and ambition) on the one hand and life (happiness, leisure, time). family and spiritual development) on the other hand. According to Handayani (2013), work-life balance is a situation when we can see someone who in his life is capable and able to share functions and roles and can feel a condition in his functions which he shows through the small level where the time he uses runs out only. to do their work, for example overtime (work family conflict) and the extent to which a person is able to provide time for his family compared to his work (work family facilitation or work family enrichment).

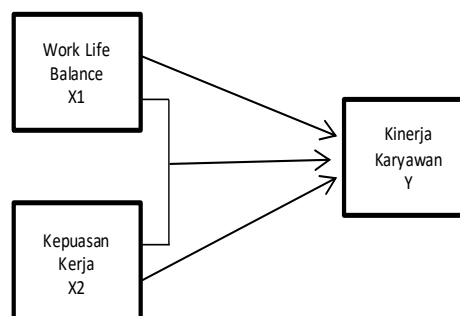
Job satisfaction

Mila Badriyah (2015) defines job satisfaction as a response from a person's personality or views related to things that can make you happy or unpleasant about work that is balanced and appropriate with the estimated size of each job. Meanwhile, according to Wexley and Yukl argue that job satisfaction as "the way an employee feels about his or her job". This means that job satisfaction is a model of an employee having feelings for himself or his work. It can be concluded that job satisfaction is a condition that is felt to support or not support an employee related to his work or his situation.

Employee performance

In general, it can be said that performance is the result of a method that refers and is measured over a certain time according to the rules and conditions or agreements that have been previously agreed upon. According to Mangkunegara (2016) who argues that employee performance is the results of a person's work both based on quality and based on the quantity that has been achieved by workers in carrying out tasks in accordance with the responsibilities given. Meanwhile, according to Sutrisno (2016) "Performance is the achievement of employee work activities in terms of quality, quantity, working time, and cooperation in achieving goals that have been agreed upon and determined by the company."

Framework



Picture. 1:Framework

2. METHODOLOGY

2.1 Basic Research Framework

The design in this study is quantitative, and to collect data it is done through the distribution of a list of questions to respondents. The essence of quantitative research is to prove whether or not a hypothesis is accepted by collecting data. In this study, to test whether work life balance and job satisfaction affect the performance of Grand Inna Medan employees.

In this study, the sample was all 40 employees of Grand Inna Medan. The method of data analysis used multiple linear regression analysis.

Table:1. Respondent Identity Based on Age

Usia	Frequency	Percent	Percent Valid	Cumulative Percent
20 - 25 thn	4	10,52%	10,52%	
26 - 30 thn	13	34,21%	34,21%	44,73
31 - 35 thn	10	26,32%	26,32%	71,05
36 - 40 thn	4	10,53%	10,53%	81,58
>41 tahun	7	18,42%	18,42%	100,00
Total				

Table: 2. Identity of Respondents by Type of Sex

Jenis Kelamin	Frequency	Percent	Percent Valid	Cumulative Percent
Pria	31	81.58%	81.58%	81.58%
Wanita	7	18.52%	18.52%	100
Jumlah	38	100	100	

Table: 3 Identity of Respondents Based on Length of Work

Lama Kerja	Frequency	Percent	Percent Valid	Cumulative Percent
0 - 10	30	78,95%	78,95%	
11 - 20	5	13,16%	13,16%	92,11
>20	3	7,89%	7,89%	100,00
Jumlah	38	100%	100%	

3. RESULTS AND DISCUSSION

Because the independent variables are more than one, the regression analysis used is multiple linear regression analysis. The aim is to obtain data, namely whether or not there is a relationship between the variables Work Life Balance (X_1) and Job Satisfaction (X_2) on Employee Performance (Y). Processing The data in this study was processed using SPSS (Statistical Program for Social Science) version 25.00 to test the research hypothesis and investigate the relationship between the independent variable and the dependent variable. Using SPSS version 25.00, the results are found in the table below:

1.Regression Test Results

Table 4. Multiple regression test results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,762	6,972		2,691	,011
	WLB	-,014	,074	-,023	-,183	,856
	KEPUASAN	,550	,091	,760	6,025	,000

a. Dependent Variable: KNERJA

The test results as above obtained the linear regression equation $Y=18.762+-0.014X_1+0.550X_2$. In the linear regression model, the employee performance constant value is 18.762, this means that if the value of the independent variable is 0, then the dependent variable is 18.762. The independent variable regression coefficient is positive, meaning that the performance of Grand Inna Medan employees can be influenced by work life balance and job satisfaction.

Hypothesis testing

a. Test the coefficient of determination

The coefficient of determination intends to measure how much power the independent variable has in explaining the dependent variable. In the following table can be seen the value of the coefficient of determination as follows:

Table 5. The results of the coefficient of determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749 ^a	.561	.537	4,06856

a. Predictors: (Constant), KEPUASAN, WLB

The value of the coefficient of determination obtained is 0.561 or 56.1%, this indicates that the work life balance and job satisfaction variables are able to explain the variations that exist in the performance of Grand Inna Medan employees, while the remaining 43.9% is explained by other variables not examined in this study.

b. Simultaneous test

Table 6. Simultaneous test results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	781,131	2	390,565	23,595	.000 ^b
	Residual	612,469	37	16,553		
	Total	1393,600	39			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), KEPUASAN, WLB

From the table above, it can be seen that there is a simultaneous significant effect of work life balance and job satisfaction on employee performance as shown by the Sig.F value of 0.000. Based on the value of Sig. F (0.000 0.05) shows that H1 is accepted or H0 is rejected. Thus it can be concluded that together work life balance and job satisfaction have a strong and meaningful impact on employee performance at Grand Inna Medan.

c. Partial test

Partial test (t test) intends to see the effect of work life balance and job satisfaction partially on employee performance, with the criteria if $t_{count} > t_{table}$ then H0 is accepted, H1 is rejected, meaning that partially the research results have no effect, whereas if $t_{count} > t_{table}$ then H0 is rejected, H1 is accepted, meaning that partially the results of this study have an effect.

Tabel 7. Hasil uji parsial

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,762	6,972		2,691	.011
	WLB	-.014	.074	-.023	-.183	.858
	KEPUASAN	.550	.091	.760	6.025	.000

a. Dependent Variable: KINERJA

The table above describes the following:

1. Value of sig. count for the work life balance variable of $0.856 > 0.05$, meaning that H1 is rejected or H0 is accepted, thus partially work life balance has no effect on employee performance.
2. The calculated sig value for job satisfaction is $0.000 < 0.05$, meaning that H1 is accepted or H0 is rejected, thus partially job satisfaction has a significant and significant effect on employee performance.

The results of the coefficient of determination test show that there is a role between work life balance and job satisfaction on employee performance by 56.10%. The remaining 43.90% is influenced by other variables not included in this study. The simultaneous effect of work life balance and job satisfaction on employee performance is indicated by the value of Sig. F (0.000 0.05). This shows that simultaneously there is a significant

effect of work life balance and job satisfaction on employee performance. Thus, the tests carried out show that H1 is accepted or H0 is rejected. In order to keep employee performance from decreasing, according to the research results, it is expected that Grand Inna Medan must always pay attention to the level of employee life balance and employee job satisfaction.

With the existence of a work life balance and high job satisfaction, it will help the company in achieving its goals company that has been agreed and determined. Work life balance has no effect on employee performance, it can be seen from the significance value of t_{count} 0.856 which is greater than $\alpha = 0.05$ ($0.856 > 0.005$) and has a regression coefficient value of -0.014. That is, the better the employee's work life balance, the higher the employee's performance so that employees who have a good work life balance will have the motivation to utilize all of their capabilities used to get optimal performance. Job satisfaction has a significant influence on employee performance where this variable becomes the dominant influence on employee performance. It is indicated by a significance value of t less than $\alpha = 0.05$ ($0.000 < 0.05$) and has a regression coefficient of 0.550 which is greater than the work life balance regression coefficient.

4. CONCLUSIONS

The results of the multiple linear regression analysis above can be concluded that (1) work life balance and job satisfaction simultaneously have a significant effect on employee performance, (2) but partially work life balance has no effect on employee performance but (3) job satisfaction has a significant effect on employee performance. From these conclusions can be submitted in the form of suggestions, namely (1) so that work motivation is maintained properly, the company tries to maintain and always pays attention to the level of balance between the life and work of its employees. (2) because employee performance is one of the important factors for a company, the company needs to better maintain work life balance and employee job satisfaction. For further researchers, the results of this study can be used as a reference while still paying attention to other variables outside of the variables that have been used and at the same time developing other variables in the hope of opening up wider and more issues that can be revealed and providing a finding in a more comprehensive study. means it has benefits for many parties.

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