

The Influence of Work Life Balance on Employee Performance at the Gowa Regency Education Office

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Abstrak

This research aims to determine and analyze the influence of work life balance on employee performance at the Gowa Regency Education Office. The type of research used in this research is a quantitative approach. The population in this study were all employees of the Gowa Regency Education Office. The sample used in this research was 63 respondents taken using saturated sampling techniques. The data analysis technique used to test the hypothesis is simple linear regression analysis and t test (partial test) which is processed using statistical calculations through the Statistical for the Social Science (SPSS) application version 26. The results of this study show that Work Life Balance has a positive effect and significant impact on Employee Performance at the Gowa Regency Education Office as evidenced by the Work Life Balance (X) regression coefficient value of 0.789 and the calculated t value of 9.785 > t table 0.678 with a significant value of 0.000 < 0.05.

Keywords: *Work Life Balance, Employee Performance*

INTRODUCTION

Humans as intelligent creatures are creatures who have the highest position. Therefore, humans are always the driving force in every activity that exists, be it activities for humans themselves as individuals or humans as social creatures, even the highest essence is realizing humans as God's creatures. In management science, it is stated that humans are included in one of the resource assets, namely human resources.

Human resources (HR), in this case employees, are one of the agency's assets which play a very dominant role in carrying out agency activities. Therefore, agencies need HR expertise that is reliable enough to be able to work well, make an effort and be willing to provide internal development. The human resources that agencies need are employees who have potential, loyalty and good performance towards the agency. With good performance, it can be said that every employee has the potential to complete all workloads and responsibilities given by the agency effectively and efficiently so that problems that occur in an agency can be resolved well and employees are able to explain the vision and mission that have been mutually agreed upon. in order to achieve agency goals. The achievements obtained by these employees are called performance.

Employees are the main asset of an organization and they have a strategic role in the organization, namely as thinkers, planners and supervisors of organizational activities. To achieve organizational goals, employees need motivation to work harder and need reliable abilities. Seeing the importance of employees in the organization, employees need to receive more serious attention to the tasks that must be carried out so that organizational goals can be achieved well.

Work Life Balance is an important factor that every company needs to consider when formulating policies. Work life balance is an individual's ability to carry out work tasks and

demands outside of work, which makes the individual happy (Rifadha & Sangarandeniya, 2015). Therefore, workplaces must create or build work life balance so that workers or employees can balance their roles. Companies not only have to formulate work-life balance policies, but employees must also be able to balance their roles and professional work to achieve the right work balance (Laksono, W.F. Bernardus., & Wardoyo, 2019). Based on the definitions above, it can be concluded that work life balance is a balance that occurs in a person's life, he will not forget his duties and obligations at work, nor will he ignore all aspects of his personal life. Employee performance plays an important role in the continuity of the organization. In accordance with Armstrong (2009) who says that performance is the result of work that has a strong relationship with the organization's strategic goals, satisfaction and contributes to the economy. Meanwhile, according to Mendis & Weerakkody (2017) employee performance is the employee's ability to carry out work in a certain way that directs the organization and employees to achieve common goals. Obtaining good employee performance is not easy because it is influenced by several factors, including a good quality of work life. Through efforts to involve employees in decision making, employees will feel responsible and take ownership of the decisions in which they participate.

The Gowa Regency Education Service is one of the Education Services which has the main duties in accordance with regional regulation Number 11 of 2016 concerning the Formation and Structure of Regional Apparatus, where the task is to assist the Regent in carrying out Regional Government affairs based on the principle of autonomy in the Education Sector. The Gowa Regency Education Service office has different resources so the work life balance is also different. As a government agency, it must be able to serve the public well so that organizational goals can be achieved as expected. Employee communication also greatly influences work life balance, this communication does not only occur between superiors and subordinates but also between co-workers, so that each employee can work well. If communication does not go well it will cause miscommunication which will affect the employee's work life balance. Gowa Regency Education Service employees need an evaluation system to measure employees' work life balance to find out whether their personal lives affect employee performance in completing their work because each employee has a personal life outside of work, while the agency has performance achievement standards to measure the performance output results of each employee.

Based on the description above, the author tries to see further how much influence Work Life Balance has on employee performance at the Gowa Regency Education Office. So the author is interested in conducting research with the title "The Effect of Work Life Balance on Employee Performance at the Gowa Regency Education Office".

RESEARCH METHODS

This type of research is a type of Quantitative research. According to (Sugiyono, 2017) research methods are scientific methods that obtain valid information with the aim of finding, proving and developing knowledge so that in turn it can be used to master, uncover and predict problems. The research approach used in this research is a descriptive method with a quantitative approach according to (Sugiyono, 2017). In accordance with the title of the research, the place/location for this research is the Education Service Office which is located on Jl. Grand Mosque No.30 Sungguminasa, Gowa Regency. When conducting research to obtain

data, the author estimates that he will conduct the research for two months, namely from November to January 2024.

RESULT AND DISCUSSION

A. Research Result

1. Gender

Table 1. Characteristics of respondents based on gender

No.	Gender	Frequency	Percentage
1.	Man	37	58,7%
2.	Woman	26	41,3%
	Total	63	100%

Source: Results of data processing IBM SPSS Statistics 26, 2023

Based on table 1 above, it can be seen that there are 37 males with a percentage value of 58.7% and 26 females with a percentage value of 41.3%. So it can be said that the employees of the Gowa Regency Education Office are dominated by men.

2. Reliability Test

The reliability test is the extent to which measurement results using the same object will produce the same data (Sugiyono, 2017: 130). Reliability tests are carried out jointly on all statements. A variable is said to be Reliable if it provides a value (α) ≥ 0.060 .

Table 2. Reliability Test

No.	Variable	Cronbach's Alpha	Reliability Standards	Information
1.	Work Life Balance	0,921	0,60	Reliable
2.	Employee Performance	0,874	0,60	Reliable

Source: Results of data processing IBM SPSS Statistics 26, 2023

From table 2 above, it can be concluded that the results of each calculation of the Work Life Balance (X) and Employee Performance (Y) variables have a Cronbach's Alpha value greater than 0.60. So it can be said that all the variables in the instrument are reliable.

3. Partial Test

Table 3. t Test Results

<i>Coefficients^a</i>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.549	2.925		4.290	.000

	<i>Work Life Balance</i>	.789	.081	.782	9.785	.000
a. Dependent Variable: Employee Performance						

Source: Results of data processing IBM SPSS Statistics 26, 2023

Based on table 3 above, it can be seen that $t \text{ count} > t \text{ table}$ ($9,785 > 1.99962$) and the significant value for the Work Life Balance variable is < 0.05 ($0.000 < 0.05$), so it can be concluded that the hypothesis is accepted which means Work Life Balance has a positive and significant effect on employee performance at the Gowa Regency Education Office.

4. Determination Test

The coefficient of determination is used to predict how big the contribution of the independent variable or dependent variable is. The independent variable (X) on the dependent variable (Y), as well as the coefficient of determination value, shows how the influence of variable X contributes at the same time.

Table 4. Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.782 ^a	.611	.604	2.045
a. Predictors: (Constant), Work Life Balance				

Source: Results of data processing IBM SPSS Statistics 26, 2023

From the simple regression results, it is known that the value of the coefficient of determination is 0.611, meaning that the Work Life Balance variable is able to explain variations in employee performance variables of 61.1% and the remaining 38.9% is influenced by other factors that were not studied.

B. Discussion

The discussion in this research aims to be able to analyze the influence of work life balance on employee performance at the Gowa Regency Education Office. From the research results, it was found that work life balance has a positive and significant effect on employee performance at the Gowa Regency Education Office. The results of calculations through data analysis show that There is a positive influence between work life balance and employee performance at the Gowa Regency Education Office. Then, from the results of the partial test (t), it shows that there is a significant influence between work life balance on the performance of employees at the Gowa Regency Education Office. The obtained t count is greater than the t table ($9.785 > 0.678$) with a significance level of 0.000 smaller than the standard value, namely 0.05. So it can be interpreted that based on the t test, it shows that work life balance has a positive and significant effect on employee performance at the Gowa Regency Education Office. This means that work life balance has a positive and significant effect on employee

performance at the Gowa Regency Education Office, which shows that when employees can manage their time in a balanced way, that is, they can divide their personal time with work time without having to harm their work, it can have a good impact on performance. , so that employees can apply this work life balance well, of course it cannot be separated from the intervention of the organization which also takes part in implementing fair regulations and policies for employees, but it also comes from the employee's own awareness of how to balance their personal life and work life both in terms of time, involvement, communication and other aspects.

CONCLUSION

Based on the results of the data analysis and discussion described in the previous chapter regarding the Influence of Work Life Balance on Employee Performance at the Gowa Regency Education Office, it can be concluded as follows:

Work Life Balance influences employee performance at the Gowa Regency Education Office because harmony between personal and work life is an important need for every employee which can influence mood, focus of thoughts and actions at work.

Work Life Balance has a positive and significant effect on employee performance at the Gowa Regency Education Office, in this case indicating that implementing work life balance can improve employee performance.

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