

## The Influence Of The Work Environment And Work Stress On Work Life Balance In Employees Of Pt Taspen (Persero) Palopo Branch

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### Abstract

This research aims to determine the influence of the work environment and work stress on work life balance to employees of PT Taspen (Persero) Palopo Branch. The population in this study were employees of PT Taspen (Persero) Palopo Branch, with a total sample of 30 respondents obtained using saturated sampling techniques. The data processed is the result of distributing questionnaires directly by providing questions or written statements which are measured using a Likert scale. The data analysis method used is multiple linear regression analysis. The research results show that work environment variables have no effect and no significant on work life balance where the results of the t test obtained were  $(0.701 < 2.05183)$  with a significant value  $(0.489 > 0.05)$ , the work stress variable had a positive and significant effect on work life balance where the results of the t test obtained were  $(2.797 > 2.05183)$  with a significant value  $(0.009 < 0.05)$ , and simultaneously the work environment variables and work stress had a positive and significant effect on work life balance.

**Key Words:** Work Environment; Work Stress; Work Life Balance

### 1. Introduction

In the business world, people who work for an organization, or what are usually referred to as employees, are considered human resources. One of the most important assets that an organization should have is its human resources. Management should pay attention to these human resources because they are the ones who are responsible for setting organizational goals, doing innovation, and achieving those goals. It is human resources that enable other resources to function. Companies and organizations will not be able to achieve optimal levels of production and profit without a talented, and highly dedicated workforce (Lihawa et al., 2022). To help businesses, quality human resources are needed. If employees have the ability and good quality to carry out company activities, the productivity of their employees can be optimized. The work environment and the stress they experience at work is one aspect of human resources that companies should pay attention to. This stress can affect the work life balance of employees (Aifha & Suwarsi, 2018).

The work environment helps balance personal and work life. The work environment is a place where employees spend time to complete their work and take a break. It is very important for employees to have a good, clean work environment that can provide personal comfort and safety (Runtu et al., 2022). Kasmir (2016: 192) states that the work environment is the conditions that exist in the workplace, which can be defined as the work space, layout, facilities and infrastructure, as well as working relationships with co-workers (Aliya & Saragih, 2020). To improve performance and increase employee satisfaction, the work environment must be healthy and calming. Positive energy can be emitted from a good work environment (Paryanti & Aprianti, 2022). If employees cannot create a good work

environment for other employees, it will hurt their performance. A good work environment can build binding working relationships between the people who work there. To achieve company goals, not only an ideal work environment is needed, but also effective communication within the company (Haedar et al., 2015).

Job stress occurs when a person's work demands are felt to be challenging, pressing, burdensome or exceed their ability to adapt, causing them to be less productive. Due to their inability to balance their rationality while working, employees who experience stress at work can experience various reactions, such as becoming uncommunicative, irritable, mentally tired, loss of spontaneity and creativity, physical exhaustion, and delaying or avoiding work. According to Metta Astari & Sudibya, work stress usually occurs when someone is in an unexpected work environment, which triggers certain reactions. When someone cannot manage their stress well, this becomes serious enough to warrant attention, stress also has a negative impact on a person's emotions and thought processes (Mujahidin et al., 2023).

In making policies to increase work productivity, companies must consider the importance of maintaining a balance between work life and personal life. Hudson (2005:3) states that: "Work life balance has three balance components, namely time balance, engagement balance, and satisfaction balance." However, according to Weckstein (2008:10) "work life balance is a concept of balance that involves ambition or career with happiness, free time, family and spiritual development." Employees now know the importance of maintaining a balance between work and personal life, so they want more flexible work so they can work while living their personal lives (Maslichah & Hidayat, 2017).

Work life balance is a situation where a person has enough time to relax, spend time with family, and complete work well when they achieve a balance between work and personal life. Commitment to family and work is necessary to balance personal and work life. Finding a balance between work and health is important for many workers. This is very important in the field of human resources because this balance really depends on employee performance and efficiency (Arfandi & Kasran, 2023). Not only are companies trying to reduce the difference between work and personal life, but companies must also motivate their employees to work professionally and get good job opportunities (Nurhabiba, 2020).

The aim of this research is to determine the influence of the work environment on work life balance at PT Taspen (Persero) Palopo Branch, the influence of work stress on work life balance at PT Taspen (Persero) Palopo Branch, as well as the influence of the work environment and work stress on work life balance at PT Taspen (Persero) Palopo Branch.

Research conducted (Rahma et al., 2021) on "Influence Work Life Balance, Work Environment and Job Satisfaction on Employee Performance." The research results show that the significance level is  $0.000 < 0.05$  for the variable work life balance,  $0.003 < 0.05$  for the work environment variable, and  $0.002 < 0.05$  for the job satisfaction variable. All x variables influence y variables at this level of significance. In the f test, variables *work life balance*, work environment, and job satisfaction influence employee performance together with a significance value of 0.000, which is less than 0.05.

Research conducted on (Adhitarma & Adnyani, 2023) "Influence Work Life Balance, Job Satisfaction, and Job Stress on Employee Performance." The results of this research show that work life balance has a positive and significant effect on employee performance. Job

satisfaction has a positive and significant effect on employee performance. Work stress has a negative and significant effect on employee performance.

In research (Aifha & Suwarsi, 2018) on "The Influence of the Work Environment and Work Stress on Work Life Balance At PT. Pos Indonesia (Persero) Bandung". The research results show that the work environment variable is included in the low category, which means it does not significantly influence employee performance, the work stress variable is included in the low category, which means it does not significantly influence employee performance, and the work-life balance variable is included in the low category, which means does not significantly affect employee performance. The influence of work environment variables is 30.3%, the influence of work stress variables is 39.9%, so that work environment variables and work stress influence work-life balance at PT. Pos Indonesia (Persero) Bandung.

In research (Umaazalia, 2016) on "Influence Work Life Balance, Work Environment and Work Stress on Employee Performance at CV. Blessings, Mrs. Garment Sukoharjo." The results of this research show influence work life balance, work environment, and work stress on employee performance at CV. Mrs. Garment Sukoharjo's blessing has a positive and significant effect.

### **Work environment**

The work environment is a place where employees carry out activities every day. Employees enjoy a safe work environment and maximize their performance. Employees' emotions can be influenced by their work environment. If employees feel comfortable in their workplace, they will feel more at home and carry out activities in their work place to save their time, become more productive, and achieve a higher level of success (Kariyamin et al., 2020).

The work environment in a company is very important for management to pay attention to. Even though the work environment does not carry out the production process in a company, this element is very important and has a big impact, but until now many companies have not paid attention to it. The influence of the work environment has a direct impact on employee performance; a good work environment can increase performance, while a bad work environment can decrease it. An employee will not feel comfortable working in a workplace that is not supportive because their work environment affects organizational commitment (Firjatullah et al., 2023).

The work environment is divided into two, namely as follows:

1. The physical work environment is all conditions around the workplace that can affect employee performance, satisfaction, social relationships and health. All physical conditions around the workplace that can affect employees either directly or indirectly are called the work environment.
2. The non-physical work environment is a situation where employees work in a harmonious work environment where communication and relationships occur between employees and their superiors or known as vertical relationships and between employees or known as horizontal relationships (Lestary & Chaniago, 2018).

According to Sedarmayanti, work environment indicators are 1) Lighting in the workplace, 2) Temperature in the workplace, 3) Safety in the workplace, 4) Cleanliness (Wara, 2014).

## Work stress

Stress that occurs in employees in an organization is caused by the behavior of employees who, in the process of completing their tasks or work, experience excessive psychological and physical disturbances. It is very important to understand that stress at work can affect employees' ability to work well, causing them to be unable to work optimally, or in other words, they are unable to optimize their work results (Harrisma & Witjaksono, 2013).

In many jobs, including companies, work stress has been widely linked to adverse impacts on employees' mental and physical health. As a result, work stress has an impact on employee well-being and places a significant financial burden on company performance (Sari et al., 2022). According to Siagian, there are two factors that cause work stress. The first is the employee's emotional exhaustion, which can affect his work. People can overcome this fatigue in several ways, such as talking to others or involving themselves. The second is employees' feelings of inability to complete their tasks, which ultimately reduces their motivation and causes them to feel unmotivated (Gofur, 2018). According to Robbins, indicators of work stress are: 1) task demands, 2) role demands, 3) interpersonal demands, 4) organizational structure, and 5) organizational leadership (Massie & Areros, 2018).

## Work Life Balance

According to Hutcheson, work life balance is when a person feels satisfied in achieving a balance between their work and personal life. From several existing definitions, it can be concluded that work life balance is when workers can find a balance between the demands of their work and their personal and family needs (Prayogi et al., 2019).

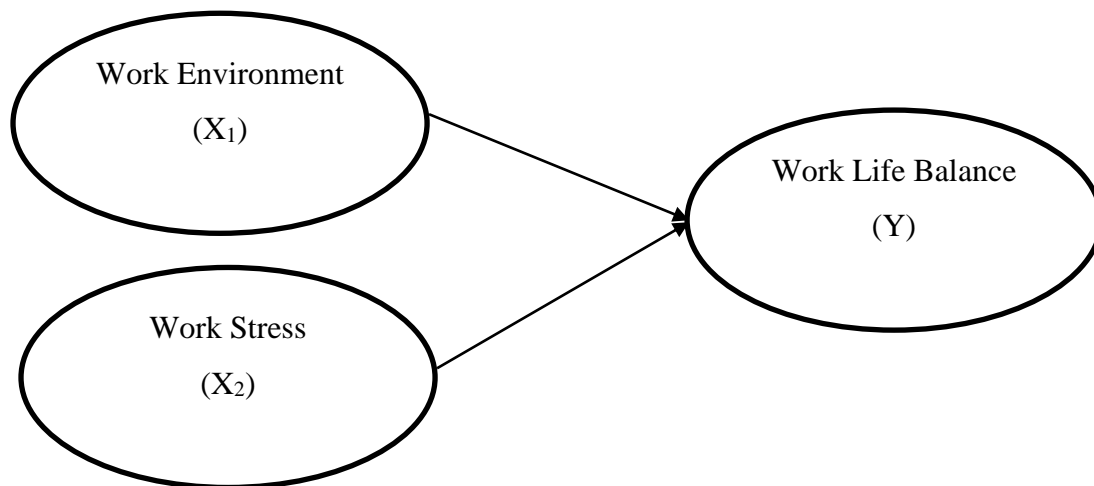
According to Hayman these aspects *work-life balance* can be measured through the following aspects:

1. Work Interference Personal Life (WIPL) This aspect shows that a person's personal life is influenced by their work. A person's personal life is negatively affected by this interference, indicating that they have an imbalance between their personal and work lives.
2. Personal Life Interference Work (PLIW) This aspect is inversely proportional to WIPL, this aspect shows that a person's work is influenced by their personal life. Ineffectiveness in a person's work is caused by this interference, which indicates that a person has a lack of balance between their work and personal life.
3. Personal Life Enhancement of Work (PLEW) This aspect says that improving one's personal life can improve their performance at work.
4. Work Enhancement Personal Life (WEPL) This aspect shows that work can improve a person's quality of life. One sign that someone has achieved a balance between work and personal life is the fulfillment of this element (Piscesta et al., 2022).

According to McDonald et al, there are three indicators to measure work-life balance, namely: 1) *Time balance* (time balance), 2) *Involvement balance* (balance of involvement), and 3) *Satisfaction balance* (satisfaction balance) (Pangemanan et al., 2011).

## Conceptual Framework

Based on the literature review and previous research, the framework for this research is described as follow



**Picture 1. Conceptual Framework**

## Hypothesis

A hypothesis is a temporary answer whose truth is to be proven through research. This research tests the following hypothesis:

H<sub>1</sub>: It is suspected that the work environment has a positive and significant effect on work life balance

H<sub>2</sub>: It is suspected that work stress has a positive and significant effect on work life balance

H<sub>3</sub>: It is suspected that the work environment and work stress simultaneously (together) have a positive and significant effect on work life balance

## 2. Methodology

This research is research in the aspect of human resource management science that uses an associative quantitative approach. This approach aims to study the relationship between two or more variables with the aim of finding out how the work environment and work stress influence work life balance to employees of PT Taspen (Persero) Palopo branch.

### Population and Sample

The population used as the research object is PT Taspen (Persero) Palopo branch with a total of 30 employees. The sampling technique in this study used a saturated sampling technique, where all the population in this study was sampled. The reason for using a saturated sampling technique is because the population size is relatively small (less than 100 individuals), or because the research wants to make generalizations with a very small error.

### Data collection

The main data used in this research is the distribution of questionnaires to employees who work at PT Taspen (Persero) Palopo branch. In collecting data in this study, a questionnaire was used by giving respondents a set of questions or written statements to answer which were measured using a Likert scale.

This questionnaire has closed questions, namely questions that require respondents to answer in a short time or choose one alternative answer from each available option. The

research time was approximately 3 months. There are 15 related questions or statements in the questionnaire. The independent variable studied in this research is Work Environment ( $X_1$ ), and Job Stress ( $X_2$ ) while for the dependent variable in the form of Work Life Balance ( $Y$ ).

### Data analysis technique

The data analysis technique used is instrument analysis, namely validity test, reliability test, multiple linear regression analysis, as well as t test and f test. The analysis was carried out using the data processing application SPSS version 25. The influence of the independent variable on the dependent variable was tested with a confidence level of 95% or  $\alpha = 5\%$ . The regression model used is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Information:

$Y$  = Work Life Balance

$X_1$  = Work Environment

$X_2$  = Job Stress

$\alpha$  = Constant

$\beta_1$  = Work Environment Regression Coefficient

$\beta_2$  = Job Stress Regression Coefficient

$e$  = Standard Error

## 3. Result and Discussion

### 1. Validity Test

**Table 1. Validity Test Results**

Variable	Indicator	r Count	r Table	Significant	a	Information
Work Environment ( $X_1$ )	X1.1	0,745	0,361	0,000	0,05	Valid
	X1.2	0,758	0,361	0,000	0,05	Valid
	X1.3	0,793	0,361	0,000	0,05	Valid
	X1.4	0,676	0,361	0,000	0,05	Valid
	X1.5	0,623	0,361	0,000	0,05	Valid
Work Stress ( $X_2$ )	X2.2	0,628	0,361	0,000	0,05	Valid
	X2.3	0,590	0,361	0,000	0,05	Valid
	X2.4	0,580	0,361	0,000	0,05	Valid
Work Life Balance ( $Y$ )	Y.1	0,680	0,361	0,000	0,05	Valid
	Y.2	0,856	0,361	0,000	0,05	Valid
	Y.3	0,834	0,361	0,000	0,05	Valid
	Y.4	0,843	0,361	0,000	0,05	Valid
	Y.5	0,740	0,361	0,000	0,05	Valid

Validity tests are used to ensure whether an instrument can measure research variables correctly. An instrument is said to be valid if the  $r_{count} > r_{table}$  at a significance level of 0.05 and if the  $r_{count} < r_{table}$  then the instrument is considered invalid. Based on the data above, the results of the validity test show that all statement indicators have an  $r$  value  $> r_{table}$  namely  $r_{table} > 0.361$  and a significant value  $> 0.05$ , so it can be concluded that all statement instruments are declared valid.

## 2. Reliability Test

**Table 2. Reliability Test Results**

Variable	Cronbach's alpha	Standard	Information
Work Environment	0,725	0,60	Reliable
Work Stress	0,087	0,60	Unreliable
Work life balance	0,839	0,60	Reliable

Reliability is used to find out how reliable a research variable is. A variable is said to be reliable if its value cronbach alpha  $> 0.6$  and is said to be unreliable when the value from cronbach alpha  $< 0.6$ . The reliability test results above show that not all variables are declared reliable because of their value cronbach's alpha  $< 0.6$ . So it can be concluded that not all variables are reliable.

## 3. Multiple Linear Regression Analysis

**Table 3. Multiple Linear Regression Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.537	4.092		1.598	.122
	Total_Work Environment	.134	.191	.129	.701	.489
	Total_Work Stress	.947	.339	.517	2.797	.009

a. Dependent Variable: Total\_Y

Based on the table above, the multiple linear regression equation can be obtained as follows:

$$Y = 6,537 + 0.134X_1 + 0.947X_2 + e$$

From the regression equation above, it can be stated that the multiple linear regression coefficient influences the work stress variable ( $X_2$ ) to work life balance at PT Taspen (Persero) Palopo Branch. It can be explained as follows:

### Constant value ( $\alpha$ )

The constant value ( $\alpha$ ) is 6.537, which means that the work environment variable ( $X_1$ ) and work stress ( $X_2$ ) is equal to zero (does not change), then the number shows the magnitude of the number work life balance ( $Y$ ) is 6.537.

### Work environment regression coefficient ( $\beta_1$ )

The regression coefficient value of the work environment variable ( $X_1$ ) of 0.134, meaning that if the work environment variable increases by one unit, then work life balance ( $Y$ ) will increase by 0.134.

### Job stress regression coefficient ( $\beta_2$ )

The regression coefficient value of the work stress variable ( $X_2$ ) of 0.947, meaning that if the work stress variable increases by one unit, then work life balance ( $Y$ ) will experience an increase of 0.947.

## 1. T Test (Partial Test)

**Table 4. T Test Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.537	4.092		1.598	.122
	Total_Work Environment	.134	.191	.129	.701	.489
	Total_Work Stress	.947	.339	.517	2.797	.009
a. Dependent Variable: Total_Work Life Balance						

This test is used to see the significance of an influence between existing research variables, both dependent variables and independent variables. It is declared significant if the significant value is  $< 0.05$  and is said to have an effect if  $t_{count} > t_{table}$ , otherwise declared not significant when the significant value  $> 0.05$  and declared not influential when  $t_{count} < t_{table}$ . Based on the table above, it can be concluded as follows:

#### 1. Test hypothesis 1 ( $H_1$ )

The t test results obtained  $t_{count}$  work environment variables 0.701 and  $t_{table}$  2.05183, then obtained  $t_{count} < t_{table}$ . The significance of the work environment variable obtained is 0.489, if the significance is assumed to be 0.05 then  $0.489 > 0.05$ . These results provide partial meaning of the work environment variable ( $X_1$ ) has no effect and is not significant on the variables work life balance ( $Y$ ). Thus hypothesis 1 is rejected.

#### 2. Test hypothesis 2 ( $H_2$ )

The t test results obtained  $t_{count}$  work stress variable 2.797 and  $t_{table}$  2.05183, then obtained  $t_{count} > t_{table}$ . The significance of the work stress variable obtained is 0.009, if the significance is assumed to be 0.05 then  $0.009 < 0.05$ . These results provide partial meaning to the work stress variable ( $X_2$ ) has a positive and significant influence on the variable work life balance ( $Y$ ). Thus hypothesis 2 is accepted.

## 2. F Test (Simultaneous Test)

**Table 5. F Test Results**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.448	2	22.724	7.505	.003 <sup>b</sup>
	Residual	81.752	27	3.028		
	Total	127.200	29			
a. Dependent Variable: Total_Work Life Balance						
b. Predictors: (Constant), Total_Work Stress, Total_Work Environment						

The f test is used to find out the influence between the independent variables together on the dependent variable. It is declared significant when the significant value is  $< 0.05$  and it is said to be influential simultaneously (together) when  $f_{\text{count}} > f_{\text{table}}$ , on the other hand, it is declared insignificant when the significant value is  $> 0.05$  and it is declared not to be influential together when  $f_{\text{count}} < f_{\text{table}}$ . Based on the f test table above, the f test results obtained are  $f_{\text{count}} 7.505$ , significance  $0.003$  and  $f_{\text{table}} 3,340$ . Shown is the calculation result of  $f_{\text{count}} > f_{\text{table}}$  ( $7.505 > 3.340$ ) and  $0.003 < 0.05$ , so it can be concluded that there is a simultaneous (together) and significant influence between the work environment ( $X_1$ ) and work stress ( $X_2$ ) to work life balance ( $Y$ ). Thus hypothesis 3 is accepted.

## 4. Conclusion

Based on the results of the data analysis above, it can be concluded that:

- The work environment has no effect and is not significant on work life balance ( $H_1$  rejected).
- Work stress has a positive and significant effect on work life balance ( $H_2$  accepted).
- The work environment and work stress are stated to have a simultaneous (together) and significant effect on work life balance until ( $H_3$  accepted).

In line with the conclusions that have been made, the following are several suggestions, including:

- It is known that the work stress variable ( $X_2$ ) has a positive and significant influence on work life balance. Therefore, PT Taspen (Persero) Palopo Branch is expected to overcome employee work stress, especially for the demands of the tasks given. This can be done by making it easier for employees to complete assigned tasks in order to improve work life balance.
- It is known that work environment variables and work stress influence improvement work life balance. However, this is still not being maximized by PT Taspen (Persero) Palopo Branch. Therefore it is expected to continue to improve work life balance, This can be done continuously by providing enthusiasm and motivation for employees so they can improve work life balance.
- Suggestions for future researchers who want to continue and develop this research, by adding other variables that can influence work life balance.

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