

The Effect Of Work Life Balance And Work Stress On Employee Morale At Pt. Jas Mulia Palm Oil Mill North Luwu Regency

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Abstract

This study aims to determine the effect of Work Life Balance and Work Stress on employee morale at PT. Jas Mulia Palm Oil Mill, North Luwu. Data was collected by distributing questionnaires using Likert scales. The population in this study is all employees who work at PT. Jas Mulia was 74 respondents. This study used a quantitative approach with the type of associative research method. Based on the results of the analysis and discussion using multiple linear regression and t test, it can be concluded that work life balance has a positive and partially significant effect on morale at PT. Jas Mulia Palm Oil Mill, North Luwu, while work stress does not affect morale at PT. Jas Mulia Palm Oil Mill, North Luwu.

Keywords : Work life balance, work stress, morale.

1. Introduction

In companies in order to achieve their goals, companies must use various strategies to become a superior company and can compete because of current business developments. Companies must also consider sources which are an important component, namely quality human resources because it is a major factor in the success of business efforts to meet its goals. In order for a company to compete with other companies, human resource management must function properly. *Wulandari (2021)* said that Human resources (HR) are the most important resources that a company must have because they determine the success or failure of a company.

Morale is a term used to describe the general environment in which workers are located in a company. High morale is shown by passionate, happy, and optimistic workers. Conversely, workers who like to argue, hurt, or look uneasy show low morale. If the company can improve the morale of its employees, the company will gain a lot of benefits. Work will be completed faster, employee absenteeism and tardiness rates will decrease, and the possibility of employee movement can be reduced. Thus, employee morale can increase, which in turn can improve employee performance.

Cahyadi & prastiyani (2020) explained that companies must pay attention to the morale of their employees because morale is a benchmark for employees' feelings towards their work and their company. Work spirit is an emotional attitude of fun and love for work that belongs to someone who works. Work morale, discipline, pleasant work performance, and a good work-life balance can reflect this perspective, which can increase a sense of pleasure and comfort in working and foster a sense of loyalty to the company or organization.

To increase morale and employee loyalty in the company or organization can do various ways such as providing compensation, giving attention, being enough, providing

pleasant facilities, appreciating employees and placing employees in the right position according to their respective abilities. In this way, employee performance can be maximized, which means organizational goals can be achieved faster and easier.

Previous research on *work-life balance* has shown that work stress factors are also influential. Life satisfaction, job satisfaction, difficulty in work, family problems, depression, absenteeism, commitment to the organization, and performance levels are contributing factors (Fisher et al. 2009). Stress is when a person experiences tension due to conditions that affect him; This condition can originate from within a person or from the environment outside oneself. However, job stress not only impacts employee performance, but can also lead to problems such as burnout, lack of drive to work, employee turnover, infidelity, and missed time (Glazer & Beehr, 2005).

Enthusiasm for one's work, of course, is based on factors that are not uncommon for everyone. These factors include positive factors which are factors that help a person's morale level to increase and even stabilize which can be based on a harmonious work atmosphere and negative factors are factors that cause a decrease in morale levels can be caused by problems outside the Company. The first factor that affects morale is *work-life balance*. Rondonuwu, et al (2018) explained that work-life balance, also known as work-life balance, is a person's ability to balance the demands of his work with the personal needs of his family. Poor work-life imbalances are feared to cause employees to lose balance between their work and personal lives, which makes it difficult for them to enjoy their lives. This can result in stress, decreased health, and lack of free time for yourself and family.

Singh and Khanna (2021) state The broad concept known as work-life balance includes setting proper priorities between "work", which includes career and ambition, and "life", which includes happiness, leisure, family, and spiritual development. Most people lose balance in their lives when they start working. The more advanced their career or company they have, then Over time, the harder it is for them to enjoy life. In the end, their time for family and "me time" is depleted, leading to uncontrolled emotions and a deterioration in health.

The second factor that affects morale is work stress. Rivai (Poniasih & Dewi, 2015) explained that work stress is a state in which physical and mental imbalances occur, which can have an impact on emotions, ways of thinking, and the condition of a worker. The problem of work stress is becoming a common problem in companies since the demands for efficiency in the workplace. Stress symptoms such as irritability, unstable emotions, and an attitude of not wanting to get involved are some examples of stress symptoms that can interfere with work. According to the foregoing, the duties of an employee are very difficult. Personal and work life should be balanced. In carrying out his duties, he needs full energy, including other responsibilities. Hidayat (2017) argues that when employees can balance their personal and work lives, they will feel satisfied, full of enthusiasm, and have greater responsibility. This will reduce work stress because employees can balance both. Based on this, research is needed to determine the Effect of *Work Life Balance* and Work Stress on Employee Morale at PT. Jas Mulia Palm Oil Mill North Luwu Regency.

2. Methodology

This type of research is quantitative research which means statistical data in the form of numbers directly from the results of research or the results of qualitative data processing (Wiyono, 2011). The type and source of data to be used in this study is primary data. Primary data was obtained from the distribution of questionnaires distributed directly to employees at PT Jas Mulia Palm Oil Mil Luwu Utara. The objects in this study are *work life balance* (X1), work stress (X2), and morale (Y). While the subjects in this study are workers or employees at PT Jas Mulia Palm Oil Mill North Luwu.

This research was conducted at PT. Jas Mulia Palm Oil Mill Luwu Utara, the research was conducted for 1 week starting from October 30, 2023 to November 06, 2023. In this research using Saturated Samples (Census Samples) *According to Arikunto (2012: 104)* if the population is less than 100 people, then using saturated samples. Because the study population was no more than 100 respondents, the author took 100% of the population in PT. Jas Mulia is 74 respondents as well as the number of samples in this study. Thus, the use of the entire population without having to draw a research sample as a unit of observation is referred to as a census technique

3. Result and Discussion

3.1. Research result

a. Characteristics of Respondents

From the respondent data obtained based on gender from 74 respondents studied, respondents with the male gender dominate, where male respondents as many as 62 people with a percentage of 84%, for female respondents as many as 12 people with a percentage of 16%. This shows that there are more male than female employees at PT Jas Mulia Palm Oil Mil Luwu.

As for the age of respondents, of the 74 respondents studied, respondents with a range of 20-30 years, namely 32 respondents with a percentage of 43%. Respondents with an age range of 31-45 years as many as 40 respondents with a percentage of 54%, and respondents with an age range of 46-65 years as many as 2 people with a percentage of 3%. The data obtained shows that PT Jas Mulia Palm Oil Mill Luwu Utara is dominated by employees with an age range of 20-30 and 31-45 years, where these ages are categorized as productive age and have high morale. *According to Priansa in Miranda (2019: 66)* that employees with a younger age have a higher level of performance and productivity compared to employees with older age. As a result, younger employees are considered to have higher levels of productivity compared to older employees.

Of the 74 respondents surveyed, 38 (or 51% of the total) have a bachelor's degree, while 2 (or 3%) are diplomas, and 34 (or 46% of the total) have a high school education. The information explains that the education of employees of PT Jas Mulia Palm Oil Mill Luwu Utara is dominated by bachelors and high school / vocational / equivalent education. *According to Hartatik (2014: 66)*, in the process of acquiring and improving one's professional abilities, education with its various programs plays an important role. Better performance will ultimately result in increased work productivity.

Respondent data is based on the length of service of respondents where from 74 respondents studied working period with a period of <1 year as many as 12 respondents with a percentage of 16%. Respondents with a working period of 1-3 years were 22 respondents with a percentage of 30%. And the rest are respondents with a working period of 4-7 years as many as 40 respondents with a percentage of 54%.

a) **VALIDITY AND RELIABILITY TEST**

Table 1. Validity Test Results

Variable	Statement	Pearson Correlation	R table	Sig.	Result
Work Life Balance (X1)	X1.1	0,578	0,2257	0,000	Valid
	X1.2	0,540	0,2257	0,000	Valid
	X1.3	0,689	0,2257	0,000	Valid
	X1.4	0,678	0,2257	0,000	Valid
	X1.5	0,758	0,2257	0,000	Valid
	X1.6	0,698	0,2257	0,000	Valid
Ker's stress (x2)	X2.1	0,652	0,2257	0,000	Valid
	X2.2	0,574	0,2257	0,000	Valid
	X2.3	0,761	0,2257	0,000	Valid
	X2.4	0,809	0,2257	0,000	Valid
	X2.5	0,755	0,2257	0,000	Valid
	X2.6	0,814	0,2257	0,000	Valid
Morale (AND)	Y1	0,461	0,2257	0,000	Valid
	Y2	0,383	0,2257	0,000	Valid
	Y3	0,537	0,2257	0,000	Valid
	Y4	0,585	0,2257	0,000	Valid
	Y5	0,596	0,2257	0,000	Valid
	Y6	0,496	0,2257	0,000	Valid
	Y7	0,549	0,2257	0,000	Valid
	Y8	0,555	0,2257	0,000	Valid

Judging from the table above, a conclusion is drawn that sig. (2-tailed) each item in the *Work Life Balance* variable (X1), *Work Stress* variable (X2), and *Work Morale* variable (Y) can be said to be valid data, therefore a conclusion is drawn that all variables are valid because of the sig value. (2-tailed) < 0.05.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Information
Work Life Balance (X1)	0,714	Reliable
Kerker Stress (X2)	0,818	Reliable
Morale (Y)	0,881	Reliable

Table 2 shows that the variables studied are reabel. This is indicated by Cronbach's alpha value of each variable being more than 0.60

b) Double Linear Regression Test

Table 3. Multiple Linear Regression Analysis Results

Coefficient						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	15.483	4.445		3.483	<,001
	Work Life Balance	.769	.140	.562	5.486	<,001
	Work Stress	-.047	.090	-.054	-.527	.600
a. Dependent Variable: Morale						

Based on the results of the data management above, it can be known that the multiple linear regression values formed are as follows:

$$Y = 15.483 + 0.769X_1 + (-0.047)X_2 + \text{and}$$

1. If the value of work life balance (X1) and work stress (X2) = 0 then the value of Y is 15.483.
2. Work-life balance has a positive effect on morale, because the Unstandardized Coefficients (B) value is 0.769. If each employee's work-life balance increases then assuming the other variables do not change, employee morale has increased by 0.769.
3. Work stress has no effect on morale, because Unstandardized Coefficients (B) of -0.047 which states that work stress has a non-directional relationship with morale and every addition of one unit, work stress has no effect on increasing morale.

c) Uji Parsial (Uji T)

Table 4. Partial Test (T Test)

Coefficient						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.483	4.445		3.483	.001
	Work Life Balance	.769	.140	.562	5.486	.001
	Work Stress	-.047	.090	-.054	-.527	.600
a. Dependent Variable: Morale						

The calculated T value for *the work life balance* variable (X1) 5.486 is greater than the table T 1.666 with a significant level of $0.001 < 0.05$ so that hypothesis 1 is accepted, meaning that work life balance (X1) partially has a significant effect on morale (Y).

The calculated T value for the work stress variable (X2) of -0.527 is greater than the T table of -1.666 with a significant level of $0.600 > 0.05$ so that hypothesis 2 is rejected, meaning that work stress (X2) has no partial effect on morale (Y).

3.2 Discussion

Based on the results of the T Test conducted in this study, it can be seen that *Work life balance* has a positive and significant effect on employee morale at PT. Jas Mulia Palm Oil Mill North Luwu. The regression value in the *work-life balance* variable was 0.769 with a significant value of $0.001 < 0.05$. It can be concluded that there is a positive influence on work-life balance on employee morale and work stress has no effect on morale with a regression value on the work stress variable of (-0.527) with a significant value of $0.600 > 0.05$. Therefore, the results of this test can show that work stress has no effect on increasing employee morale at PT. Jas Mulia Palm Oil Mill North Luwu

4. Conclusion

Based on the results of research on the effect of work-life balance and work stress on employee morale at PT. Jas Mulia Palm Oil Mill North Luwu can be summed up as follows: *Work-life balance* has a positive and significant effect on employee morale at PT. Jas Mulia Palm Oil Mill North Luwu. The regression value in the work-life balance variable was 0.769 with a significant value of $0.001 < 0.05$. Based on the test results, it can be concluded that there is a positive influence on work-life balance of employee morale. at PT. Jas Mulia Palm Oil Mill North Luwu. With the results of this test, it can show that a *good work-life balance* can increase employee morale. Work stress has no significant effect on employee morale at PT. Jas Mulia Palm Oil Mill North Luwu. Regression value in work stress variable of (-0.047) with significant value of $0.600 > 0.05$. Therefore, the results of this test can show that work stress has no effect on increasing employee morale at PT. Jas Mulia Palm Oil Mill North Luwu.

There are several suggestions proposed so that they can be input for the development of further research, namely by adding other variables that can explain more deeply about

Employee Morale such as employee work compensation, employee work motivation, and others. Furthermore, it is expected for other researchers to pay attention to the results of the study, in order to correct deficiencies, it is hoped that future studies should use more samples, use the latest data and expand the object of research so that the research provides more relevant, accurate and valid results.

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