

# Work Life Balance Effect

(Case Investigation on PT PJB Power Plant Maintenance Unit)

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**Abstract**—This research is aimed to analyze the clout of Work Life Balance on Employee Performance with Job Satisfaction as Mediating Variables on PT PJB Power Plant Maintenance Unit. This research method uses quantitative methods and data analysis using SmartPLS 2.0 software. Data obtained using a questionnaire for 114 respondents with a population of 159 employees. In sample selection, researchers used the Simple Random Sampling technique. The yields of this research concluded that Work Life Balance has no significant clout on Employee Performance, Work Life Balance has no significant clout on Job Satisfaction, Job Satisfaction has a positive and significant clout on Employee Performance, Work Life Balance has no significant clout on Employee Performance with Job Satisfaction As Mediating Variable.

**Keywords**—*work life balance, job satisfaction, employee performance*

## I. INTRODUCTION

PT Pembangkit Jawa Bali is a subsidiary of PT PLN (Persero) which is engaged in the field of electricity in Indonesia. PT. PJB has several business units, one of which is the Plant Maintenance Unit. The core business of PT PJB Power Plant Maintenance Unit was to serving power plant maintenance or overhauling. In 2018 PT PJB Power Plant Maintenance Unit has completed 18 overhauls have a long duration of time for 310 days [1].

In 2019 there are 26 overhaul schedules with a duration of 624 days [1] which is they must be completed by PT PJB Power Plant Maintenance Unit. so many and long overhaul time duration while the number of employees is very limited these factors cause fatigue, lack of time to get together with family because the day off they have working overtime.

Based on the yields of a survey that was an accent by the General Manager of PT PJB Power Plant Maintenance Unit to employees there have as many as 80% of employees feel anxiety about the conditions being faced by the company at this time. Job Satisfaction Survey for PT PJB Power Plant Maintenance Unit in 2017 was 80.13% with 17 times overhaul with 181 days duration, while in 2018 Job Satisfaction Survey was 78.72% with 18 times overhaul with 310 days duration

showed a decrease in the number of days which is quite significant [2].

The application of Work Life Balance will make their get better performance if everything was balanced, making a good work ethic and paying attention to aspects such as family, religious and social values that will be increasing Employee Performance [3]. If employees and leaders have the same goals and vision, that will make an employee motivation in working getting better.

Job Satisfaction was the main factor in order to provide performance with employees, if the employees feeling satisfied at work then the employee will provide optimal performance and will provide benefits to the company [4].

Based on the explanation of the research aims to examine the clout of Work Life Balance on Employee Performance with Job Satisfaction in PT PJB Power Plant Maintenance Unit.

## II. LITERATURE REVIEW

### A. Work Life Balance

Work Life Balance was a condition where a person was able to balance his position in his life so he feels that satisfaction in living his position, this can be indicated from the low work family conflict and high performance at work [5].

Work Life Balance can reduce the level of accent and burnout feeling by employees so the employees can be optimally working. Work Life Balance can likewise affect the level of employee attendance at undertake and can encourage active participation of employees in the office [6].

The parity between undertake and personal life in external of undertake can be felt when someone is able to manage and quality in serving an important dimension in the life of the individual. The high demands of undertake can affect a person's Work Life Balance which can weight on the decline in quality of life and affect employee performance was lowly.

### B. Job Satisfaction

Job satisfaction was one of the variables that was a determinant of an enhancement employee undertake

productivity. To miniatous human resources, the company management must make sure to understanding the importance of employee job satisfaction [7].

Job Satisfaction was a reaction of feelings to various things from an assignment. This understanding will be explaining that Job Satisfaction is not the only perception but an employee can feel job satisfaction on one thing from the undertake he does but can feel dissatisfied with other things from the undertake [8].

*C. Employee Performance*

Employee Performance was the achievement from a person or group of performance of the yields obtained both are quantity and quality in accordance with the authority, obligations and responsibilities of each employee with the aim of achieving company goals carried out legally [9]. And Employee Performance was the achievement of a business for the obligations that have been determined [10].

*D. Hypothesis Development Research*

In previous studies there have a significant clout of Work Life Balance on Employee Performance and likewise a significant clout of Work Life Balance on Job Satisfaction [11]. Likewise, in other studies examining how the clout of Undertake Life Balance on Employee Performance with Job Satisfaction as Mediation Variables In line with other studies likewise found a direct and positive relationship between Emotional Intelligence and Job performance [8] Based on this information, the formulation of the research hypothesis is:

H1: Work Life Balance has a positive and significant clout on Employee Performance.

Previous research describes that Work Life Balance as a combination of interactions of various aspects of life. For employees the consequences of low Work Life Balance causes employee performance going low, absenteeism, high turnover in the company [11].

H2: Work Life Balance has a positive and significant clout on Job Satisfaction.

Previous research explains the low of Work Life Balance has a negative weight on employee satisfaction at undertake, mental and physical health [11].

H3: Job Satisfaction has a positive and significant clout on Employee Performance.

Previous research stated that Job Satisfaction was the interaction of employees with their undertake. Job Satisfaction focuses on employee behavior and psychological aspects about their undertake. Employee Job Satisfaction level can be influenced by the extent to which individuals succeed or fail in completing them undertake [11].

H4: Work Life Balance has a positive and significant clout on Employee Performance through Job Satisfaction.

Previous research explains Work Life Balance regarding undertake accent that enable employees to manage time and responsibility between undertake and activities outside of undertake so that employees will getting a satisfaction and have a weight on increasing performance [11].

**III. METHODS**

Based on the research problem, this investigation uses quantitative methods and data testing and hypotheses in the research using Structural Equation Modeling (SEM) statistical analysis tools with Smart PLS 2.0 software. The population in this investigation amounted to 159 personnel, with a total sample of 114 personnel. The sampling method uses simple random sampling. In this investigation having twenty indicators. In this investigation each statement was given a choice of five score answers on a Likert scale.

*A. Validity and Reliability Test*

The validity test yields show that there are 9 valid indicators, namely WLB1, WLB2, WLB3, WLB4, WLB5, EP1, EP2, JS1 and JS2. Cross loading yields for the EP1 indicator to the EP of 0.851976 higher than the loading factor to JS (0.277), WLB (0.059). The same thing was seen in other indicators. This shows that the indicators have good validity.

In testing the reliability of the Work Life Balance variable, Job Satisfaction and Personnel Performance successively produced a Cronbach's Alpha value of 0.882, 0.625, 0.601 which means that all indicators used in this research variable have good reliability and respondents' answers to the statements given in the statements given in these variables can be answered properly and consistently by the respondents [12].

**IV. RESULTS AND DISCUSSION**

*A. Results*

TABLE I. DEMOGRAPHIC CHARACTERISTIC

No	Demographic Characteristics	Total	Percentage
1.	Gender		
	Male	93	82%
	Female	21	18%
2.	Age		
	21 to 25	16	14%
	26 to 30	66	58%
	31 to 35	19	17%
	36 to 40	12	11%
	More than 40 years	1	1%
3.	Work Period		
	1 – 5 years	68	60%
	6 – 10 years	34	30%
	11 – 15 years	5	4%
	16 – 30 years	4	4%
	>30 years	3	3%

Source: data processed

From table 2 it can be seen that the number of respondents from men is higher than women, with 93 men (82%) and 21 women (18%). Judging by the age grouped, the yields indicate

the largest respondents in this investigation were those aged 26 years to 30 years as many as 66 people (58%). A total of (17%) aged between 31 years to 35 years, then aged over 21 years to 25 years were 16 people (14%). Furthermore, the smallest group aged 36 years to 40 years and 12 people (12%) and more than 40 years only 1 person (1%)

The yields of data processing are carried out to test the hypothesis, as described in Table 2 below:

TABLE II. HYPOTHESIS TEST

Hypothesis	T Statistics (O/STERR)
H1: Work Life Balance has a positive and significant clout on Employee Performance.	0.6405
H2: Work Life Balance has a positive and significant clout on Job Satisfaction	1.2810
H3: Job Satisfaction has a positive and significant clout on Employee Performance	2.3065
H4: Work Life Balance has a positive and significant clout on Employee Performance through Job Satisfaction.	0.0621

Source: data processed

### B. Discussion

First hypothesis indicated by the magnitude of t-statistics between the two variables of 0.6405 which is smaller than t-table of 1.96. Based on the yields the hypothesis 1 was not proven because the Work Life Balance variable has no significant clout on Personnel Performance.

Second hypothesis indicated by the magnitude of t-statistics between the two variables of 1.2810 which is smaller than t-table of 1.96. Based on the yields, the hypothesis 2 was not proven because the Work Life Balance variable does not significantly influence Job Satisfaction.

Third hypothesis indicated by the magnitude of t-statistics between the two variables of 2.3065 which is greater than t-table of 1.96. Based on the yields, the hypothesis 3 was proven because the Job Satisfaction variable has a positive and significant clout on Personnel Performance.

Fourth hypothesis indicated the t-statistic value of 0.0621 is smaller than the t-table of 1.96. Based on the yields, the hypothesis 4 was not proven because Work Life Balance has no significant clout on Personnel Performance through Job Satisfaction.

### V. CONCLUSION

Based on the findings and hypotheses that have been explained, several conclusions can be drawn from the yields of this investigation: (1) Work Life Balance has no significant clout on Personnel Performance (2) Work Life Balance has no significant clout on Job Satisfaction (3) Job Satisfaction has a positive and significant clout on Personnel Performance (4). Work Life Balance has no significant clout on Personnel Performance through Job Satisfaction.

The yields of this investigation indicate to the management of PT PJB plant maintenance units can increasing personnel from job satisfaction so that personnel performance becomes high, for example by evaluating the undertake shift system during overhaul so that personnel get a good proportion of hours undertakes, providing balanced nutrition for personals when implementation of overhauls, giving rewards to personnel who excel, adjusting FTK (Undertake force Formation), and entertainment facilities (club members in sports clubs). This research was accent on the research object of PT PJB generating unit maintenance, so that for future research can expand the research object and can add other variables that affect Personnel Performance for example Clout of Organizational Citizenship Behavior on Job Satisfaction and Personnel Performance [13], Clout of Job Stress on Employee Performance [14,15], Organizational Culture [16], Work Environment [17], and Compensation [18].

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