THE INFLUENCE OF WORK LIFE BALANCE ON EMPLOYEE SATISFACTION ON PT. MAXXIS INTERNATIONAL INDONESIA

Oleh :
Hafisha Novitasari[1], Agung Surya Dwianto[2]
[1,2] Faculty of Economics and Business, Paramadina University
[1]email: hafisha.novitasari@students.paramadina.ac.id
[2]email: agung.dwianto@paramadina.ac.id

Informasi Artikel	ABSTRACT
	This research adopts quantitative methods that aim to analyze and prove the relationship and influence of work life balance on job satisfaction at PT. Maxxis International Indonesia, the research data obtained from engineering department consist of 60 employees and selected using non-probability sampling, the data collection using online questionnaires with google form media and data analysis using SPSS 27 software. After the research was carried out, it shows that there is a positive relationship between work life balance and job satisfaction of PT. Maxxis International Indonesia employees, where every work life balance increase, employees job satisfaction is also increase significantly.

Corresponding Author:
Nama: Hafisha Novitasari
Afiliasi: Paramadina University
Email: hafisha.novitasari@students.paramadina.ac.id

1. INTRODUCTION

The company supported not only by technology, equipment, and connections, but it also requires human resources in it who take part and contribute to the success of the company. Adiwinata et al.,(2024) state that human resources are strategic assets that can give companies a long-term competitive advantage. With the intention to support human resources (Employees) accomplishment, the companies must provide welfare for the employees, one way to achieve this is through work life balance, which may lead to increased job satisfaction, which can impact on how well the business operates. Wenno (2018) states when employees achieve a balance between their personal and professional lives, employee job satisfaction will tend to increase, which lead to increased work output. On the other hand (Tamunomiebi & Oyibo, 2020) state that it is important for a company to support policies and structures that can improve the work life balance of its employees.

Within the concept of work-life balance, one of the factors that is often connected between work and personal balance is the frequency of overtime and working hours, according to data obtained from PT Maxxis International Indonesia in May 2024, the average number of hours worked by employees in the engineering department spent more than 40 hours a week, where the average employee does overtime at least 46 hours or 1-2 days in a month.
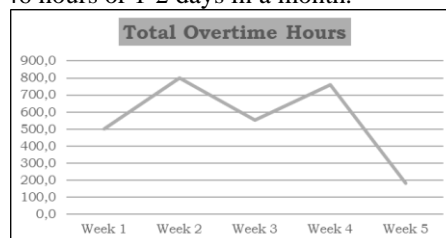

Image 1 Total Overtime Hours
Source: PT. Maxxis International Data

Isni et al., (2022) segmentation of labor time has a significant influence on work life balance and employee retention. Additionally, work life balance also has a constructive relationship with job satisfaction. When employees feel that between work life and personal life can be managed effectively, job

satisfaction will increase significantly, employees who tend to feel satisfied with their jobs, can lead to better performance (Chaeria, 2024). Therefore, it is important for companies to formulate policies and structures regarding a good work-life balance for their employees in order to create employee job satisfaction which can increase employee performance.

2. RESEARCH METHODS

The research design conducted at PT Maxxis International Indonesia uses quantitative research methods taken from questionnaire data. Djollong (2014) quantitative method is an approach to discover knowledge that can be obtained from data in the shape of numbers as an analytical instrument, quantitative research methods contain statistical number in the shape of information collection method in the field.

Respondents in the study were taken using non-probability sampling techniques, Fauzy (2019) non-probability sampling is a data sampling plan of fixed sampling (not randomized) population elements selected into samples can be obtained by chance or because there are other factors that have previously been planned. The object of this research will be taken from employees of PT Maxxis International Indonesia who are in the engineering department totaling 60 people, where the department was chosen because it is a department that does overtime more often than other departments.

Research conducted at PT Maxxis International Indonesia consists of 1 (one) independent variable (Work life balance) and 1 (one) dependent variable (Employee job satisfaction). Ridha (2017) stated that Independen variables are variables that affect or cause the dependent variabel to arise, while dependent variables are the variables that are affected or the result of the independent variable.

The research at PT Maxxis International Indonesia uses 4 types of tests including:

- Validity Test

Janna & Herianto (2021) The validity test is a measuring tool that measure whether the instrument is valid or invalid, the validity test in this study uses Pearson correlation with the criteria given that pearson's r > pearson's r table then the instrument is valid, otherwise if pearson's r < pearson's r table then the instrument is invalid (Juliandi, et al., 2016).

- Reability Test

This research uses reliability test using Cronbach's Alpha technique to test the coherence of the instrument, according to Janna & Herianto (2021) a measuring instrument can be said to be reliable if it produces the same results even though it is measured many times, on the assumption that Cronbach's Alpha reliability coefficient value more than 0,6 (> 0.6) then the instrument is said to have a good

reability or reliable (Juliandi, et al., 2016 in Ghozali, 2005).

- Descriptive Analysis

Juliandi et al., (2016) the descriptive analysis aims to describe the data as it is on the data that has been collected through various research instruments.

- Simple Linear Regression Analysis

Gunawan (2019) to measure the magnitude of the influence between the independent and dependent variables, simple linear regression analysis was used. This research uses simple linear regression analysis to test the research hypothesis using a partial test (t test) with criteria:

- If t value > t value table and significance level <0.05, it can be inferred that there is a relationship between variable x and variable y.
- If t value < t value table and significance level > 0.05, it can be inferred that there is no relationship between variable x and variable y.

The results of the simple linear regression analysis test can also be seen with the following equation:

$$Y = \alpha + bX$$

Source: Gunawan (2019)

Y = Dependent Variable
A = Fixed Value
b = Beta coefficient, the value of increasing or decreasing variable y based on variable X
X = Independent Variable

3. RESULTS AND DISCUSSION

Research Result

Based on the results of the calculation of the Pearson correlation coefficient table where testing has been carried out with the number n = 60 with a significance level of α = 5% or 0.05 and shows the r table of 0.245, therefore if the tested r count produces a number greater than 0, 245 then the test instrument is said to be valid, if r count is smaller than 0.245 then the test instrument is said to be invalid. The testing in this research using SPSS software, the validity test results are presented as follows:

Table 1. Validity Test Results on Work Life Balance

Indicator	Instrument No	pearson's r table	pearson's r	Result
Work Life Balance (X)	No 1	0,254	0,626	Valid
	No 2	0,254	0,44	Valid
	No 3	0,254	0,582	Valid
	No 4	0,254	0,556	Valid
	No 5	0,254	0,505	Valid
	No 6	0,254	0,834	Valid
	No 7	0,254	0,763	Valid
	No 8	0,254	0,497	Valid
	No 9	0,254	0,686	Valid
	No 10	0,254	0,647	Valid

Source: Processed data SPSS 27 version

Table 3. Validity Test Result on Employees Satisfaction

Indicator	Instrument No	pearson's r table	pearson's r	Result
Employee Satisfaction (Y)	No 1	0,254	0,754	Valid
	No 2	0,254	0,664	Valid
	No 3	0,254	0,437	Valid
	No 4	0,254	0,670	Valid
	No 5	0,254	0,776	Valid
	No 6	0,254	0,479	Valid
	No 7	0,254	0,629	Valid
	No 8	0,254	0,779	Valid
	No 9	0,254	0,816	Valid
	No 10	0,254	0,698	Valid
	No 11	0,254	0,796	Valid
	No 12	0,254	0,821	Valid
	No 13	0,254	0,846	Valid

No 14	0,254	0,643	Valid
No 15	0,254	0,739	Valid
No 16	0,254	0,712	Valid
No 17	0,254	0,671	Valid
No 18	0,254	0,578	Valid
No 19	0,254	0,738	Valid
No 20	0,254	0,504	Valid
No 21	0,254	0,729	Valid

Source: Processed data SPSS 27 version

From the validity test with the Pearson correlation coefficient above, it can be seen that r count> r table, thus the research instrument on work life balance and employees job satisfaction above could be declared valid and can be used to measure the variables in this research.

The reability test in this research using Cronbach's alpha method supported by SPSS 27 software. the instrument could be declared reliable if a Cronbach's alpha measurement result is greater than 0,60 (> 0.60), but if a Cronbach's alpha measurement result is smaller than 0,60 (<0.60) then the instrument in the questionnaire is not reliable.

Table 3. Reability Test Results on Work Life Balance

Coefficient Alpha	No of Instrument
0,698	10

Source: Processed data SPSS 27 version

Table 4. Reability Test Results on Employees Satisfaction

Coefficient Alpha	No of Instrument
0,909	21

Source: Processed data SPSS 27 version

The reliability test result above shows that the Cronbach's alpha value on the work life balance and employees satisfaction variables are greater than 0.60 (>0.60), therefore the instrument on the work life balance and employees satisfaction variables can be said to be reliable.

Table 5. Descriptive Analysis Result

	N	Mean	Std. Deviation	Minimum	Maximum
Work Life Balance	60	26,3	4,749	18	40
Employees Satisfaction	60	54,08	11,263	34	78

Source: Processed data SPSS 27 version

From the descriptive analysis results above, the work life balance variable obtained an average value of 26.3 and a standard deviation value of 4.749, then the employee satisfaction obtained an average value of 54.08 and a standard deviation value of 11.263.

Table 6. Simple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2,683	4,714		0,569	0,571
Work Life Balance	1,954	0,176	0,824	11,077	0,000

a. Dependent Variable : Employees Satisfaction

Source: Processed data SPSS 27 version

From the results of the simple linear regression analysis above, it can be seen that Y = 2,684 + 1,954X, which means that if Work Life Balance or X = 0, employee job satisfaction is obtained at 2,683, then if b is positive, this indicates that everytime work life balance has increased by 1, employees job satisfaction will increase by 1.954.

From the output results it is known that t value = 11.077 while t value table = 3, 460 (t value table < t value), then the significance value is 0.000 (sig <0.05) so it can be concluded that work life balance on PT. Maxxis International Indonesia has a correlation or influence on employee job satisfaction.

Discussion

From the research that has been conducted on employees of PT Maxxis International Indonesia in the engineering department totaling 60 people, based on research and testing that has been done, it is found that the data instruments used in this research are valid and reliable, In addition it was also found that there is a positive relationship between work life balance and job satisfaction in employees of PT Maxxis International Indonesia where there is a significant increase in every increase in Work Life Balance by 1, the level of

4. CONCLUSIONS

After conducting research on employees of PT Maxxis international Indonesia, although employee job satisfaction with the company is high, the level of work life balance is still below the level of employee job satisfaction, the companies need to pay more attention to employee working hours, such as reducing overtime hours on weekdays and holidays so that employees can rest properly and can have a better work life balance than what exists now, so that employee performance and employee job satisfaction with the company can be more improved and optimal than what exists today.

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