

THE RELATIONSHIP BETWEEN WORK ENVIRONMENT AND WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE

Nezia Salsabilla¹, Silva Margareta², Muhamad Alwi³

Universitas Swadaya Gunung Jati , Indonesia

Email: neziasalsabilla87@gmail.com, silvamargaretal106@gmail.com,
alawimuhamad@gmail.com

ABSTRACT

The purpose of this study is to examine how work-life balance and the workplace affect employee performance. The methodology employed in this study is quantitative descriptive correlation research. Every one of PT. Siraj Badawi's 102 workers The research population, Enough Rupiah, was chosen through the use of a direct random sample technique. Data is obtained through questionnaires on work atmosphere, work-life balance, and employee performance. The data in this study was analyzed using multiple linear regression analysis. The work environment of PT. Siraj Badawi has a significant impact on employee performance, according to the findings of the Multiple Linear Regression analysis using the t test and the F test. Employee performance at PT. Siraj Badawi is significantly impacted by work-life balance. Employee performance at PT. Siraj Badawi is significantly impacted by the work environment and work-life balance. Employee performance at PT. Siraj Badawi is impacted by the workplace culture and work-life balance. 41% of Rupiah is sufficient..

KEYWORDS Work Environment, Work-Life Balance, Employee Performance.



This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International

INTRODUCTION

In today's era of globalization, the work of employees is greatly influenced by the fierce competition and the demand to continue to innovate. Businesses that are able to manage human resources effectively will have a competitive advantage and can achieve company goals more efficiently. In the business sector, organizations have very tight interactions with one another, and a company's human resources are crucial to its success. Therefore, companies must pay attention to various aspects to minimize internal problems and make optimal use of human resources.

Human resources have a crucial role in a company or organization to achieve the goals that have been set. Without qualified human resources, companies will not be able to operate properly and have the potential to fail. To compete with other companies, organizations must have competent human resources, because the quality of the workforce will have a direct impact on the company's performance and productivity.

Employee performance is a crucial factor that plays an investment role for businesses in ensuring smooth operations and long-term growth. If employee performance decreases, the company's productivity will also decrease, thus having an impact on the achievement of targets and outputs that have been set. One of the main factors that affect a company's success is the consistency of employee performance. In increasing productivity, the business world implements various strategies, such as making careful preparations, providing motivation and encouragement to employees, and creating a comfortable work environment. Every company

The Relationship Between Work Environment and Work-Life Balance on Employee Performance

continues to strive to improve its operational efficiency in the hope of achieving the goals that have been planned.

According to (Ibrahim et al., 2022 : 19044 - 19045) Basically, human resources in an organization have the desire to work in a conducive environment to feel comfortable, so that they can create optimal work results. Even though the work environment does not directly carry out the work process in the organization, this factor still affects the employees who carry out their duties. A supportive work environment can improve performance, while an inadequate work environment has the potential to reduce productivity. The work environment encompasses all aspects that are around and affect the work of employees in an organization. Not only limited to the physical condition of the workplace, the work environment is also influenced by various factors, such as the facilities and infrastructure provided by the agency, relationships with colleagues, level of competition, leadership, and communication. A positive work environment can increase employee loyalty, reduce stress, and ultimately have an impact on improving performance within the organization.

The work environment is one of the important factors that must be considered by company management in an effort to improve employee performance. Although the work environment does not directly affect the production process, this factor still has an impact on employees in carrying out their duties. An inadequate work environment can reduce employee motivation and performance.

According to Yusnaini (2019) in the Ibrahim et al. (2022), The work environment includes both physical and non-physical aspects. Physical aspects include office facilities, work equipment, air circulation, cleanliness, lighting, and noise levels. Meanwhile, the non-physical aspect is related to good working relationships between superiors, co-workers, and subordinates. A positive work environment and effective communication will encourage employees to work harder, so that tasks can be completed efficiently and effectively.

Employee performance in a company is influenced by a number of factors, including the work environment and work-life balance. Employees are required to work optimally, devote their energy and thoughts for the benefit of the company. However, outside of their work, they also have personal lives that must be lived, such as family, friends, education, and involvement in society. Therefore, companies need to pay attention to work-life balance through the provision of balanced compensation and motivation in order to improve the quality of employee performance in the era of fierce competition.

Employee stress may result from the workplace's failure to adopt work-life balance. Employees find it challenging to organize their time, ideas, and duties due to excessive job demands. The impact could lower the company's output and productivity if this keeps up. A person who can successfully maintain a good balance between their personal life, including their relationships with friends, family, and other activities, is said to have work-life balance. With a good balance, employees can work more optimally and still maintain their quality of life.

PT Siraj Badawi Enough Rupiah is a company located in Kasugengan Kidul, Depok District, Cirebon, which is engaged in the food and beverage sector. The company produces a variety of products such as chili sauce, soy sauce, sugar cubes, and syrups that are ready to be sold and distributed. As a company in the food and beverage industry, maintaining employee

performance to remain stable and optimal is very important, especially in the midst of increasingly fierce competition.

In supporting employee performance, a conducive work environment needs to be created. Companies must provide adequate work facilities, maintain good relationships between superiors, co-workers, and subordinates, and provide appropriate encouragement and compensation to employees. In addition, work-life balance also needs to be considered, because if ignored, it can cause stress that negatively impacts employee productivity. With a supportive work environment and a maintained work balance, employees can work more optimally, so that the company can continue to grow in the midst of increasingly fierce industry competition.

The significance of the connection between work-life balance and the workplace in PT Siraj Badawi's efforts to maximize employee performance Researching Quite Rupiah is an intriguing subject. The purpose of this study is to examine how work-life balance and the workplace affect employee performance. Businesses can take calculated actions to boost employee productivity by being aware of these issues. Employee performance will increase in a comfortable workplace and when work and personal life are balanced. Thus, it is anticipated that the findings of this study will give PT Siraj Badawi Enough Rupiah more profound understanding in order to manage human resources as efficiently as possible.

RESEARCH METHOD

The data from PT. Siraj Badawi is quite rupiah, and this investigation employs a quantitative methodology. Because it is a scientific method for gathering, analyzing, and interpreting numerical data and because it may take accuracy into account when evaluating the relationship between independent and dependent variables, the quantitative method is chosen. Simple random sampling is the sample technique used. The population will participate in the survey, and the sample will be chosen at random. Therefore, PT. Siraj Badawi employees took it. Only 102 employees completed the survey, despite 308 employees receiving enough Rupiah to complete it. A questionnaire with a likert scale (1 strongly disagrees to 5 strongly agrees) and multiple linear regression analysis were employed in the data collection process.

RESULT AND DISCUSSION

Qualities of the Respondent

Table 1: Respondent Characteristics

Characteristics	Frequency	Percentage
Length of work		
< 2 years	37	36,3%
2-3 years	54	52,9%
4-5 years	6	5,9%
> 5 years	5	4,9%
Total	102	100%
Age		
< 25 years	40	39,2%
25-35 years	48	47,1%

Characteristics	Frequency	Percentage
36-45 years	13	12,7%
> 46 years	1	1%
Total	102	100%

The results of the percentage calculation from the respondent data concluded that the majority of respondents had a working period of 2-3 years, namely 54 respondents (51.8) and the lowest had a working period of > 5 years, namely 5 respondents (4.9%). Subsequently, the second feature pertains to age, indicating that the majority of respondents are between the ages of 25 and 35, namely 48 respondents (47.1%) and the lowest is > 46 years old, namely 1 respondent (1%)

Validity Test

Table 2. Validity Test

Variable	Indicator	Significant	A	Information
Work Environment (X1)	X1.1	0.000	0.05	Valid
	X1.2	0.000	0.05	Valid
	X1.3	0.000	0.05	Valid
	X1.4	0.000	0.05	Valid
	X1.5	0.000	0.05	Valid
	X1.6	0.000	0.05	Valid
	X1.7	0.000	0.05	Valid
	X1.8	0.000	0.05	Valid
	X1.9	0.000	0.05	Valid
	X1.10	0.000	0.05	Valid
Work Life Balance (X2)	X1.11	0.000	0.05	Valid
	X2.1	0.000	0.05	Valid
	X2.2	0.000	0.05	Valid
	X2.3	0.000	0.05	Valid
	X2.4	0.000	0.05	Valid
	X2.5	0.000	0.05	Valid
	X2.6	0.000	0.05	Valid
	X2.7	0.000	0.05	Valid
	X2.8	0.000	0.05	Valid
	X2.9	0.000	0.05	Valid
Employee Performance (Y)	Y.1	0.000	0.05	Valid
	Y.2	0.000	0.05	Valid
	Y.3	0.000	0.05	Valid
	Y.4	0.000	0.05	Valid
	Y.5	0.000	0.05	Valid
	Y.6	0.000	0.05	Valid
	Y.7	0.000	0.05	Valid

Variable	Indicator	Significant	A	Information
	Y.8	0.000	0.05	Valid
	Y.9	0.000	0.05	Valid
	Y.10	0.000	0.05	Valid

Source: Data processing with SPSS 25

The validity test findings show that variable indicators are certified VALID with a significance value < 0.05 .

Reability Test

Table 3. Reability Test

Table 1. Reliability Test			
Variable	Reliable Statistic Cronbach's Alpha	Criteria	Information
Work Environment (X1)	0.814	0.8	Reliable
Work Life Balance (X2)	0.827	0.8	Reliable
Employee Performance (Y)	0.798	0.7	Reliable

Source: Data processing with SPSS 25

According to the reliability test results above, the employee performance variable has a Cronbach's alpha value of 0.798, the work environment variable has a Cronbach's alpha value of 0.814, and the work life balance variable has a Cronbach's alpha value of 0.827. The fact that every variable has a Cronbach's alpha value greater than 0.7 indicates that they are all deemed dependable.

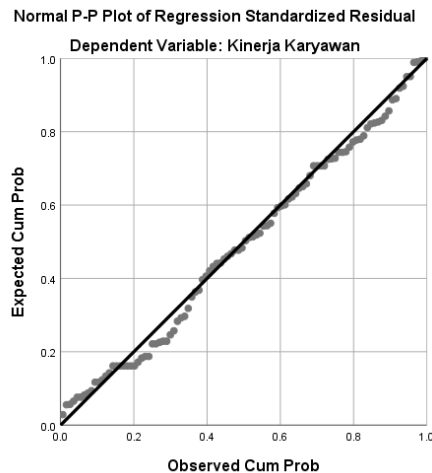
Normality Test

Table 4. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		102
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.72265933
Most Extreme Differences	Absolute	.068
	Positive	.068
	Negative	-.044
Test Statistic		.068
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Source: Data processing with SPSS 25

Asymp sig was derived using the Klmogrov-Smirnov method in the normalcy test, as indicated by the above table. The results of the 2-tailed analysis showed that the data distribution in this study is normal, with the values $0.200 > 0.05$. The following are the findings of the normality test performed on the normal Probability Plot curve data:



Source: Data processing with SPSS 25

When examining whether independent and dependent variables in a regression model are regularly distributed, the normality test is typically utilized. It is well known that the regression model implies the variable is normal if the data is uniformly distributed close to the diagonal and follows the diagonal line's path. The diagonal distribution of the data is evident. We can conclude that the data is either normal or has a normal distribution.

Multicollinearity Test

Table 5.

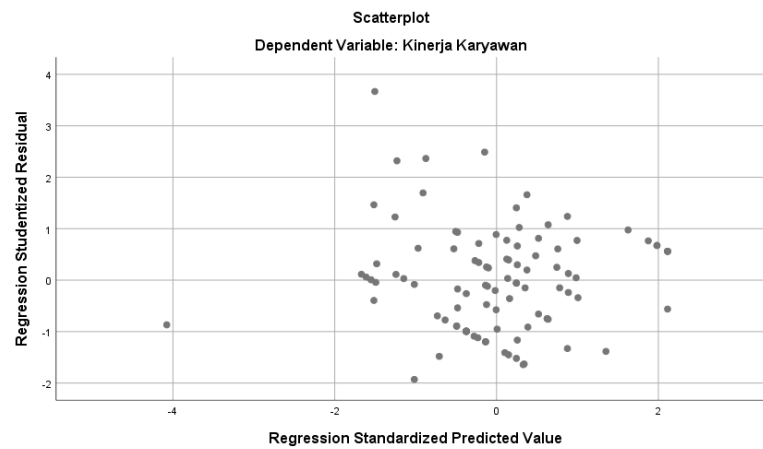
Coefficients ^a								
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
(Constant)	19.581	2.865		6.835	.000			
1 Work Environment	.277	.090	.348	3.071	.003	.455	2.196	
Work Life Balance	.304	.099	.349	3.080	.003	.455	2.196	

a. Dependent Variable: Employee Performance

Source: Data processing with SPSS 25

Multicollinearity does not exist if the variance inflation factor (VIF) is less than or equal to 10 and the tolerance value is greater than or equal to 0.1. According to the above table, multicollinearity is not present in the data because the tolerance value is $0.455 > 0.1$ and the VIF values of the work environment variable (X1) and the work life balance variable (X2) are $2.196 < 10$.

Heteroscedasticity Test



Source: Data processing with SPSS 25

The aforementioned findings demonstrate that there is no structure in the residual distribution and it is erratic. The plot or spread point illustrates this. One can conclude that there is no occurrence of heteroscedasticity.

Multiple Regression Test

Table 7. Multiple Regression Test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	19.581	2.865		6.835	.000
1 Work Environment	.277	.090	.348	3.071	.003
Work Life Balance	.304	.099	.349	3.080	.003

Source: Data processing with SPSS 25

It is known from the coefficients table above that the work environment has a favorable impact on employee performance, as indicated by the regression coefficient value of 0.277. Additionally, the regression coefficient for work-life balance is 0.304, indicating that it positively affects employee performance. It is recognized that every variable has a p-value of less than 0.05, indicating that they significantly affect employee performance.

Test of Coefficient of Determination

Table 8. Test of Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649 ^a	.422	.410	2.750

Source: Data processing with SPSS 25

According to the aforementioned statistical test results, the work environment and work-life balance factors have a determinant coefficient of 0.410, or 41.0%, on employee performance. This means that factors X1 and X2 have a 41.0% simultaneous influence on Y, while other variables influence the remaining 59%.

Test Results t (Partial Test)

Tabel 9. Test Results t (Partial Test)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	19.581	2.865		6.835	.000
1 Lingkungan Kerja	.277	.090	.348	3.071	.003
Work Life Balance	.304	.099	.349	3.080	.003

Source: Data processing with SPSS 25

1. Effect of X1 on Y

With a significant value of $0.003 < 0.05$ and a t-value of $0.3071 > 1.984$, H1 is accepted, indicating that the X1 variable influences Y.

2. Effect of X2 on Y

The significance value is $0.003 < 0.05$ and the t-value is $3.080 > 1.984$, indicating that H2 is accepted and that the X2 variable influences Y.

F-Test Results (Simultaneous Test)

Table 10. F-Test Results

ANOVA ^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1 Regression	546.006	2	273.003	36.099	.000 ^b	
Residual	748.700	99	7.563			
Total	1294.706	101				

Source: Data processing with SPSS 25

The significance value is $0.000 < 0.05$ and the F value is calculated $36.099 > 3.09$, implying that H3 is accepted, indicating that variables X1 and X2 have an impact on Y.

The Effect of Work Environment on Employee Performance

Employee performance at PT. Siraj Badawi is influenced positively and significantly by the work environment. The study's statistical tests indicate that the work environment variable has a t-value of $0.3071 > 1.984$ and a significance level of $0.003 < 0.05$. So it is clear that a good work environment can influence employee performance; this is backed by research (Sukmawati et al., 2023) at CV Karunia Jay, which found that the work environment has a favorable and substantial effect on employee performance. Similarly, according to the study's findings (Sunarto & Ellesia, 2023), a good work environment provides employees with a sense of ease, which has an impact on employee performance. This is consistent with the findings of

previous research, which revealed that the work environment had a partial and major favorable effect on employee performance. Furthermore, the test results confirm the findings of prior research by (Varsha P. K et al., 2024) on the impact of the work environment on employee performance. In conclusion, this study demonstrates that the work environment has a considerable favorable influence on employees. Employee performance will improve if the working conditions at PT Prasetya Dwidharma Jakarta are suitable.

In principle, a pleasant environment not only boosts productivity but also fosters a favorable work environment, encouraging individuals to perform their best. As a result, firms must pay attention to numerous areas of the work environment to ensure that employees can perform optimally.

The Effect of Work-Life Balance on Employee Performance

The study's findings indicate that the work-life balance variable has a strong positive impact on employee performance at PT. Siraj Badawi. This study's statistical test results indicate that the work environment variable has a t-value of $0.3080 > 1.984$ and a significance level of $0.003 < 0.05$. Researchers discovered that the majority of employees of PT. Siraj Badawi Quite Rupiah reside close to the company, which is thought to be the reason why employees are still able to mix their jobs as company members (employees) with their domestic roles.

This study is supported by (Aisyah et al., 2023). Work-life balance has a significant favorable impact on employee performance in this part (T test). At the same time (F test), work-life balance has a strong beneficial influence on the performance of employees at PT. Gemilang Mitra Sejahtera. Of course, we have obligations and responsibilities at work that must be met as they should be when agreeing to work for a firm; but, we must not neglect our personal lives, relationships, and communication, or continue to pursue this or that passion. To strike a balance, create a daily schedule, finish given work on time, and keep track of daily chores. Thus, work-life balance will be attained. Similarly, (Mufida Ahmad et al., 2022) found that work-life balance had a substantial impact on employee performance. This means that employees will struggle to strike a balance between their personal and professional lives. However, some study contradicts the findings of prior studies (Agustian et al., 2024). The findings revealed that the work-life balance variable had a positive but non-significant effect on performance.

Work-life balance is believed to have a substantial impact on employee performance. Companies that strike a work-life balance can boost employee productivity, job happiness, and mental wellness. As a result, management must focus on this area in order to get the best results for the firm and organization.

The Influence of Work Environment and Work-Life Balance on Employee Performance

The F value is determined to be $36.099 > 3.09$ based on statistical tests with simultaneous testing (Test F). This indicates that work-life balance and the work environment have a combined impact on employee performance (dependent). It demonstrates that employee performance will increase with PT. Siraj Badawi Enough Rupiah's improved work environment

and more balanced work-life balance. Previous research by Ray et al. (2024) supports the findings of this investigation. Employee performance is positively and significantly impacted by these two connected aspects. For employees to remain comfortable while doing their many duties and to work effectively and efficiently, a high-quality work environment is crucial. Respondents' work-life balance is unaffected by their personal lives while working because they work eight hours a day on average, which makes them content with their lives and jobs. Together with the improvement in employee performance, this demonstrates increased work efficiency.

CONCLUSION

Based on the findings and analysis of this study, it can be concluded that the work environment significantly impacts employee performance at PT. Siraj Badawi. Similarly, work-life balance also has a notable influence on employee performance at the company. Furthermore, both the work environment and work-life balance collectively affect employee performance at PT. Siraj Badawi, contributing to a 41% impact. This study is expected to offer valuable insights for both organizations and academics. The results can assist companies in enhancing employee performance by prioritizing improvements in the work environment and work-life balance. For academics, this research can serve as a reference for future studies on the work environment, work-life balance, and employee performance, whether for more in-depth exploration or as a continuation of ongoing research.

REFERENCES

- Ibrahim, I., Umar, R., Hasanuddin, R., Pattalolo, T., & Haeruddin, H. (2022). Pengaruh Lingkungan Kerja dan Teknologi Informasi terhadap Kinerja Sumber Daya Manusia di Lembaga Kursus dan Pelatihan Kabupaten Pinrang. *Syntax Literate; Jurnal Ilmiah Indonesia*, 7 (12), 19043-19060.
- Anggreni, N. K. D. A., Sara, I. M., & Saputra, K. A. K. (2023). The Effect of Sustainability Accounting, Work Environment, and Leadership on Employee Performance: no. *Journal of Entrepreneurial and Business Diversity*, 1(1), 72-77.
- Pambreni, Y., & Rachmawati, D. (2024). The Influence of Work Motivation, Compensation, and Work Environment on Employee Performance at PT Prasetya Dwidharma Jakarta. *Lead Journal of Economy and Administration*, 2(3), 151-163.
- Maulana, D. R., Siddiq, D. M., Nurdiana, E., Selistiawan, A., & Atmaja, I. S. W. (2022, April). Transformational Leadership in Moderating the Relationship of Work Environment and Organizational Commitment with Organizational Citizenship Behavior. In *4th Social and Humanities Research Symposium (SoRes 2021)* (pp. 613-617). Atlantis Press.
- Aisyah, C., Suryaningsih, A., & Putri, D. A. (2023). The Effect of Work Life Balance on Employee Performance in Manufacture Companies (Case Study at PT. Gemilang Mitra Sejahtera). *Journal of Contemporary Administration and Management (ADMAN)*, 1(1), 26-33.
- Ridha, A., Nur'aini, F. G., Suherman, I. B., Oktaviani, S., & Hayati, N. R. (2020). Employees Productivity During Work from Home Because the Covid-19 Pandemic: The Effect of Job Stress and Employee Perception on Work-Life Balance.
- Agustian, P., Fadli, HM, Faturahman, MF, & Sunimah, S. (2024). Pengaruh Work-Life

- Balance, Beban Kerja dan Burnout Terhadap Kinerja Karyawan PT. Siraj Badawi Cukup Rupiah. *Jurnal Interdisipliner Ekonomi Syariah Indonesia (IIJSE)* , 8 (1), 730-746.
- Hamidha, A. N., Hasbiah, S., Ruma, Z., Tawe, A., & Natsir, U. D. (2023). The Effect Of Work Environment And Work Spirit On Employee Performance At Pt. Nadia Baruna Jaya. *Journal Management & Economics Review (JUMPER)*, 1(2), 75-84.
- Riyanto, S., Endri, E., & Hamid, A. (2021). The influence of transformational leadership and the work environment on employee performance: Mediating role of. *Academy of Entrepreneurship Journal*, 27(6), 1-11.
- Sukmawati, L., Wardoyo, DTW, & Kistyanto, A. (2023). Pengaruh Sistem Perekrutan Karyawan Dan Lingkungan Kerja Terhadap Kinerja Karyawan Cv. Karunia Jaya (A3 Fresh O2) Kabupaten Bondowoso. *Jurnal Ekonomi* , 12 (04), 1053-1059.
- Ahmad, A. M., Handaru, A. W., & Usman, O. (2022). The Effect of Workload, Work Stress and Work-Life Balance On Employee Performance (Case Study On Startup Employees In Jakarta). *Devotion: Journal of Research and Community Service*, 3(14), 2749-2757.
- Pujiwati, R. S. L., Aisyah, N., Prasetya, B. A., & Maulana, S. (2024). The Effect of Work Environment, Work-Life Balance, dan Burnout on Employee Performance (Case Study at PT. Pertamina (Persero) RU-VI Balongan. *Indonesian Journal of Business Analytics*, 4(3), 895-910.
- Solahudin, A., Fatimah, SE., & Sulistiowati, LH. (2024). Faktor-faktor yang mempengaruhi komitmen afektif. *Edelweiss Applied Science and Technology* , 8 (6), 3475–3483. <https://doi.org/10.55214/25768484.v8i6.2738>