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Analysis of Work-Life Balance Factors in Influencing Work Enthusiasm Mediated by Stress Management

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Abstract


This study aims to analyze the work life balance factor in influencing work enthusiasm, stress management affects work enthusiasm, worklife affects stress management and worklife balance affects work enthusiasm mediated by stress management as an intervening variable. In this study using quantitative methods and conducting questionnaire distribution techniques to 108 respondents. From the results of questionnaire data processing that has gone through the validity test (convergent validity), reliability test, R square test, model fit test, F square test, path coefficient (bostrapping test), path coefficient, shows that the positive hypothesis results are significant. The results of the data analysis concluded that 1) worklife balance has a significant effect on morale, 2) stress management has a significant effect on morale, 3) worklife balance has a significant effect on stress management 4) worklife balance has a significant effect on morale mediated by stress management as an intervening variable.

Keywords: Work Life Balance, Stress Management, Work Morale.

INTRODUCTION

In today's technological era, morale is the key to a company's success. Business owners, managers, and executives all want to get the most out of their employees. On the other hand, employees sometimes get stuck in the same old work routine like leaving work early in the morning, drowning in a pile of projects and work that demands deadlines and targets and meetings, then going home at midnight. So that causes the morale to decrease dramatically and the work that we used to love becomes boring.

From the data we obtained from info Bekasi, the composition of the Bekasi Regency population born between 1982 and 2000 or those under the age of 45 is around 34.2 percent. This figure is quite large, this generation is called the millennial generation to develop the economy in the Bekasi Regency Region.

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The following is data on industrial estates in Bekasi Regency in 2022

Table 1. Industrial Area of Bekasi Regency

No	Region Name	Land area
1	Jababeka Industrial Area	2.267 Ha
2	MM2100 Industrial Town BFIE	1.700 Ha.
3	GreenLand International Industrial Center (GIIC)	1.700
4	Lippo Cikarang Industrial Area	1.645 Ha.
5	MM2100 Industrial Town MMID	805 Ha.
6	Marunda Center area	600 Ha.
7	East Jakarta Industrial Park	320 Ha
8	Indonesia China Integrated Industrial Zone	205 Ha
9	Bekasi International Industrial Estate	200 Ha
10	Gobel Industrial Area	54 Ha

Source: Bekasi Info

Based on the data above, we can see that employment opportunities for Bekasi district residents are very wide, because there are around 2,125 factory units from 25 countries located in the area mentioned above.

Work enthusiasm will stimulate a person to be able to work and be creative in their work. Employees who have high morale will be able to complete their work effectively and efficiently. According to Halsay (2003), morale is a willingness to feel that allows a worker to produce more and better work without increasing fatigue. According to Nitisemito (2002), work enthusiasm is doing work more actively so that work can be expected faster and better.


Factors that affect morale. According to Asnawi (1999), some of the factors that affect employee morale are as follows: 1. Not feeling pressured because of the work given, even they love their work. 2. Harmonious relations between leaders and subordinates, especially those who are in direct contact every day.

Economic and material satisfaction. 4. Satisfaction with work and daily tasks. 5. Mental peace because there are legal and health guarantees while working. 6. A sense of usefulness to the organization. Based on this description, it can be stated that there are many factors that affect employee morale, one of which is the superior-subordinate relationship or leadership issues.

Work-life balance is defined by Fisher, et al (2009) as an effort made by individuals to balance two or more roles. Meanwhile, according to Greenhaus, et al (2003) work-life balance is the extent to which an individual is bound together in work and family, and is equally satisfied with the role at work and the role in his family. According to Lockwood (2003) work-life balance is a balanced state of two demands where an individual's work and life are the same.

The following factors greatly influence work-life balance. Some of them are individual, environmental, organizational and other factors. Examples of individual factors include personality, emotional intelligence and well-being.

According to Lazurus, stress management is an attempt to get out of trouble and find solutions to any problems or stressful situations (Goliszek, 2005). Meanwhile, according to Robins (2004), stress management is an alternative to a person in managing the stress received. Robins (2004) explains that there are four indicators in stress management, namely identification of stress symptoms, analysis of stress symptoms, strategies to avoid stress, and stress coping.

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Previous research related to this research is research by Kamiludin, Ahmad (2022) with the title The Ability of Work Life Balance Factors and Stress Management in Influencing Millennial Generation Decisions to Work Remotely (Remote Working) (In the Indonesian Remote Worker Community Bantul Yogyakarta). The research method used in this research is descriptive quantitative research. Meanwhile, the data analysis method used is PLS-SEM (Partial Least Square-Structural Equation Modeling). Meanwhile, the results of the analysis show that it can be concluded that 1) The Work Life Balance factor has an effect but is not significant on the millennial generation's decision to work remotely (Remote Working). 2) Stress Management factors influence and are significant to the millennial generation's decision to work remotely (Remote Working).

Another study conducted by Simamora, Risky Samuel (2023) with the title Effect of Work Life Balance, Work Environment and Work Stress on Employee Morale Avenue Shophouse East Jakarta, Journal of STIE Indonesia this research uses analytical tools namely multiple linear regression testing, data quality testing, and hypothesis testing. The results of the study prove that, (1) work life balance has an effect on morale, (2) the work environment has an effect on morale, (3) work stress has an effect on morale, (4) the influence of work life balance, work environment and work stress simultaneously has a positive and significant effect on morale.

The phenomenon that the author wants to study is the work enthusiasm of millennial generation employees in manufacturing companies in Bekasi Regency, whether it decreases or increases with the work life balance and stress management factors of each individual so that it can affect the work enthusiasm of other employees to do the same.

RESEARCH METHODS

This type of research uses quantitative methods, researchers also conduct surveys in collecting data and information through distributing questionnaires distributed to respondents, in this case our respondents are millennials who work in manufacturing companies in Bekasi Regency, with a sample size of 108 respondents.

This study uses regression analysis (Partial Least Square)/PLS to test the four hypotheses proposed in this study. Each hypothesis will be analyzed using the SmartPLS 3.2.9 software version to test the relationship between variables. PLS is a predictive technique that can solve for many independent variables, even if there is multicollinearity among the variables. The PLS method is a powerful analytical method because it does not assume the data must be from a certain measurement scale, small sample size. The purpose of PLS is to help researchers to obtain latent variable values (hypothesis testing) for predictive purposes (Luthfi 2021).

Based on the description above, quantitative methods and types of survey research can be used by researchers to test the high or low influence between variables from the results of questionnaires distributed to respondents. This is to find information about the effect of the work-life balance process (XI), in influencing morale (Y) in stress management mediation as an intervening variable case study of the Millennial Generation in Bekasi Regency Manufacturing Companies.

RESULTS AND DISCUSSION

Results

Data analysis in this study used regression analysis analysis techniques (Partial Least Square) / PLS to test hypotheses 1, 2, 3 and 4 with the help of the SmartPLS application program version 3.2.9 and obtained the following results:



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Table 2. Characteristics of Respondents by Gender

Gender	Amount	Percentage
Male	50	46,30%
Female	58	53,70%
Total	108	100%

Based on the table and figure above, it can be seen that the number of male research respondents was 50 (46.30%) less than the female respondents of 58 (53.70%).

Table 3. Characteristics of Respondents by Age

Age	Amount	Percentage
41	4	3,70%
31-40	19	17,59%
22-30	85	75,70%
Total	108	100%

Based on the table and figure above, the age range of respondents is evenly distributed in the age range 22-41 years, the age range 22-30 as many as 85 respondents (78.70%), 31-40 years old as many as 19 respondents (17.59%), and at the age of 41 years as many as 4 respondents (3.70%).

Table 4. Characteristics of Respondents Based on Education

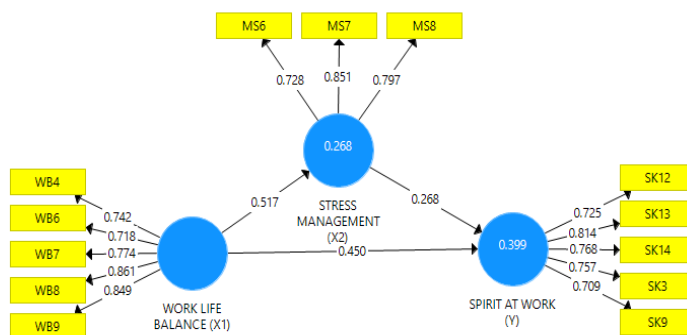
Education	Amount	Percentage
SLTA	78	72,22%
D3	7	6,48
S1	19	17,59
S2	4	3,70
Total	108	100

Based on the table and figure above, the level of education of respondents at the high school level is 78 (72.22%), D3 is 7 (6.48%), S1 is 19 (17.59%), and S2 education level is 4 (3.70%).

Data Analysis Results

Validity Test

Figure 1. Outer Loading



Based on the picture above, it shows that all research variables have an outer loading factor value above 0.70, so it can be said that all indicators are well accepted.

Table 5. Outer Loading



	Spirit at Work (Y)	Stress Management (X2)	Work Life Balance(X1)
MS6		0,728	
MS7		0,851	
MS8		0,797	
SK12	0,725		
SK13	0,814		
SK14	0,768		
SK3	0,757		
SK9	0,709		
WB4			0,742
WB6			0,718
WB7			0,774
WB8			0,861
WB9			0,849

Based on the results of the validity test data processing in the outer loading table, it can be seen that in the work life balance (WB) variable there are 5 instrument items that are declared valid, in stress management there are 3 instrument items that are declared valid, in spirit at work (SK) there are 5 instruments that are declared valid, and there is 1 instrument item that is declared valid in the work life balance variable mediated by stress management to spirit at work, so all statements (instruments) can be used for further testing.

Reliability Test

Table 6. Average Variance Extracted (AVE)

	Cronbach's Alpha	ρ_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak (AVE)
Spirit at Work(Y)	0,812	0,816	0,869	0,571
Stress Management (X2)	0,709	0,736	0,836	0,630
Work Life Balance (X1)	0,849	0,862	0,892	0,625

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Based on the results of data processing in the table, the Cronbach alpha value has met the criteria, which is above 0.7 and the composite reliability is also above 0.7 so that all instruments are declared reliable and can be used to measure worklife balance, stress management and spirit at work.

Table 7. R Square

	R Square	Adjusted R Square
Spirit at Work (Y)	0,399	0,388
Stress Management(X2)	0,268	0,261

The results of data processing show the R square value of the spirit at work variable of 0.399 or above 0.002 (>0.02) so that the modeling is considered feasible and meets the criteria in the moderate category. The stress management variable (X2) shows a value of 0.268 or above 0.002 (>0.02) so that the modeling is considered feasible and meets the criteria in the moderate category.

Model Fit Test

Table 8. Fit Model

	Model Saturated	Model Estimasi
SRMR	0,103	0,103
d_U_L_S	0,956	0,956
d_G	0,462	0,462
Chi-Square	273,469	273,469
NFI	0,638	0,638

Model fit testing shows the value of the standard root mean square residual (SRMR) of 0.103 for the saturated model, and 0.103 for the estimated model that this value shows a value above 0.02 (>0.02) so that the modeling is considered feasible and meets the test criteria.

5. F Square Test

Table 9. F Square

	Spirit at Work (Y)	Stress Management (X2)	Work Life Balance (X1)
Spirit at Work(Y)			
Stress Management (X2)	0,088		
Work Life Balance(X1)	0,247	0,366	

Based on f square testing, the value of the influence of work life balance variables on spirit at work is 0.247 or above the value of 0.02 (> 0.02) so that modeling is considered feasible with the "strong" category. The effect of stress management variables on spirit at work is 0.088 or above the value of 0.02 (<0.02) so that modeling is considered feasible with the "moderately" category. the effect of work life balance variables mediated by stress management on spirit at work shows a value of 0.366 or above the value of 0.02 (<0.02) so that modeling is considered feasible and meets the criteria for the "very strong" category.

Table 10. Path Koefisien

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistik (O/STDEV)	P Values
Stress Management (X2) on Sprit at Work(Y)	0,268	0,268	0,107	2,515	0,012
Work Life Balance (X1) on Sprit at Work (Y)	0,450	0,462	0,108	4,185	0,000
Work Life Balance (X1) on Stress Management(X2)	0,517	0,531	0,080	6,458	0,000

Tabel 11. Total Indirect Effect (Indirect Effect)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistik (O/STDEV)	P Values
Stress Management (X2) -> Sprit at Work (Y)					
Work Life Balance (X1) -> Sprit at Work (Y)	0,139	0,140	0,055	2,524	0,012
WorkLife Balance (X1) -> Stress Management (X2)					

Discussion

First Hypothesis

The effect of work life balance on spirit at work produces a sample value of 0.450, a T-Statistic value of 4.185, and a P-Values value of 0.000 or less than α ($0.000 < 0.05$), it can be concluded that H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect of work life balance variables on spirit at work.

Second Hypothesis

The effect of stress management on spirit at work produces a sample value of 0.268, a T-Statistic value of 2.515 and a P-Values value of 0.012 or smaller than α ($0.012 < 0.05$), it can be concluded that H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect of stress management variables on spirit at work.

Third Hypothesis



The effect of work life balance on stress management produces a sample value of 0.517, a T-Statistic value of 6.458 and P-Values of 0.000 or greater than α ($0.000 > 0.05$), it can be concluded that H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect of work life balance variables on stress management.

Fourth Hypothesis

It was found that there was an indirect effect of work-life balance variables through stress management on spirit at work with a sample value of 0.139, a T-statistic value of 2.524 and P-values of 0.012. It can be concluded that H_0 is rejected and H_a is accepted, meaning that there is an indirect effect of work-life balance variables through stress management that has a positive and significant effect on spirit at work.

CONCLUSION

Based on the research and discussion that has been carried out by researchers, from the analysis of worklife balance factors in influencing work enthusiasm mediated by stress management as an intervening variable for millennial generation of manufacturing companies in

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Bekasi Regency, it can be concluded that the analysis of work life balance variables can positively and significantly affect work enthusiasm, stress management variables have a positive and significant effect on work enthusiasm, work life balance variables on stress management produce a positive and significant effect on stress management. It was found that the indirect effect of work-life balance variables through stress management on work enthusiasm, the results showed that the influence of work-life balance variables through stress management indirectly had a positive and significant effect on work enthusiasm.

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