The Effect of Work-Life Balance on Employee Performance at the Department of Agriculture, North Tapanuli Regency

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Abstract

This study investigates the effect of Work-Life Balance (WLB) on Employee Performance at the Department of Agriculture, North Tapanuli Regency. A total of 240 employees participated in this quantitative study. Descriptive statistics revealed that both work-life balance (Mean = 4.62, SD = 0.52) and employee performance (Mean = 4.77, SD = 0.43) are perceived at high levels. Simple linear regression analysis showed a significant positive effect of work-life balance on employee performance (B = 1.169, Beta = 0.755, t = 9.389, $p < 0.05$), and the coefficient of determination ($R^2 = 0.558$, Adjusted $R^2 = 0.687$) indicated that WLB accounts for 55.8% of the variance in employee performance. The results suggest that employees who maintain a good balance between work and personal life exhibit higher levels of performance. The study highlights the importance of organizational policies and practices that promote worklife balance to enhance productivity and sustain institutional effectiveness in public sector organizations.

Keywords: Work-Life Balance, Employee Performance

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2nd International Conference on Islamic Community Studies (ICICS)
Theme: History of Malay Civilisation and Islamic Human Capacity and Halal Hub in the Globalization Era
https://proceeding.pancabudi.ac.id/index.php/ICIE/index

Introduction

Work-life balance (WLB) has become an essential factor in modern organizational management, influencing employees' well-being, productivity, and overall performance. It refers to the ability of employees to effectively manage and allocate their time and energy between work responsibilities and personal life demands [1]. In the public sector, maintaining work-life balance is particularly critical because employees often face rigid schedules, bureaucratic demands, and high accountability, which can affect their performance if not properly managed [2]. The Department of Agriculture in North Tapanuli Regency, as a government institution responsible for agricultural development and service delivery, relies heavily on employee performance to achieve its operational and strategic objectives. Previous studies have demonstrated that a positive work-life balance contributes to higher job satisfaction, reduced stress, and enhanced employee performance [3]. For example, research in both private and public organizations indicates that employees with effective work-life balance exhibit greater commitment, efficiency, and motivation [4]. Conversely, imbalance between work and personal life can result in burnout, absenteeism, and lower organizational output [5]. While the relationship between work-life balance and performance has been widely studied, there is limited empirical research specifically focusing on public sector institutions in Indonesia, especially within the agricultural administration context.

The scientific novelty of this study lies in its focus on evaluating the direct influence of work-life balance on employee performance within a local government agency in Indonesia. Unlike previous research that mainly addresses private-sector settings or general organizational performance, this study emphasizes the unique challenges faced by public employees, such as strict regulatory frameworks, multiple reporting lines, and community service expectations [6]. By doing so, it contributes to bridging the gap in understanding how work-life balance affects performance in Indonesian governmental institutions.

Based on the literature gap, the research problem can be formulated as follows: Does work-life balance have a significant influence on employee performance at the Department of Agriculture in North Tapanuli Regency? Addressing this problem is particularly relevant as it can provide insights into effective human resource practices that optimize employee well-being and enhance performance outcomes in the public sector.

The purpose of this article is to empirically analyze the effect of work-life balance on employee performance at the Department of Agriculture in North Tapanuli Regency. Specifically, the study aims to identify the extent to which work-life balance contributes to performance improvements, thereby offering practical recommendations for policy-makers and human resource managers to enhance employee productivity and organizational effectiveness.

Literature Review

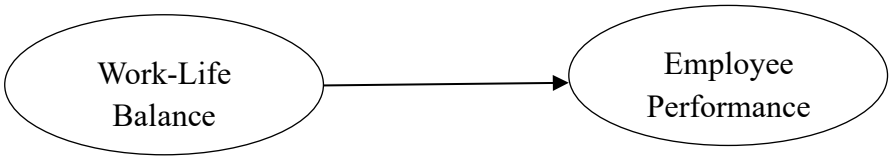
Work-Life Balance (WLB) is defined as the state in which employees are able to manage and harmonize their professional responsibilities with personal life commitments, leading to overall well-being and job satisfaction [7]. Effective work-life balance reduces stress, prevents burnout, and supports employees in maintaining physical and mental health, which in turn enhances organizational outcomes [8]. Several studies have identified that employees who experience positive WLB are more motivated, engaged, and productive [9]. In contrast, poor work-life balance has been linked to higher absenteeism, lower morale, and reduced job performance [10]. Employee Performance refers to the ability of employees to achieve organizational goals through effective task execution, commitment, and adherence to standards [11]. Performance is influenced by multiple factors including individual capabilities, motivation, leadership support, and work environment [12]. In public sector institutions, employee performance is critical because it directly impacts service quality, operational efficiency, and community satisfaction [13]. Empirical evidence suggests that personal

wellbeing, including work-life balance, significantly affects the quality and consistency of employee performance [14].

Several studies have examined the relationship between work-life balance and employee performance. For instance, research in governmental organizations indicated that employees with balanced work and personal life schedules tend to demonstrate higher productivity, better task completion, and stronger organizational commitment. Similarly, studies in the agricultural sector emphasized that managing workload alongside personal responsibilities enhances focus, reduces errors, and improves overall output. Despite these findings, research in the context of local government agencies in Indonesia remains limited, highlighting a gap in understanding how WLB directly influences performance in these settings.

Factors influencing work-life balance and performance include organizational support, flexible working arrangements, supervisory practices, and personal coping strategies. Organizations that implement policies supporting flexible hours, telework, and workload management create an environment conducive to balancing personal and professional demands. Moreover, supportive leadership and managerial practices play a crucial role in enabling employees to maintain high performance while managing their life responsibilities.

This study aims to fill the existing research gap by examining the direct effect of worklife balance on employee performance at the Department of Agriculture in North Tapanuli Regency. By focusing on public sector employees in Indonesia, the research provides scientific novelty by highlighting how organizational practices and individual well-being interact to influence performance outcomes. The study's findings are expected to contribute to the development of targeted HR policies that promote both employee satisfaction and institutional effectiveness [20]. This study conceptualized Work-Life Balance as the independent variable (X) and Employee Performance as the dependent variable (Y) as shown on the following fiqure.



The hypothesis is:

Ha : Work-Life Balance positively influences Employee Performance at the Department of Agriculture, North Tapanuli Regency.

Ho : Work-Life Balance does not positively influence Employee Performance at the Department of Agriculture, North Tapanuli Regency.

Research Methodology

This study employs a quantitative associative-causal research design, which aims to analyze the pattern of relationships between variables in order to determine the influence of two independent (exogenous) variables on a dependent (endogenous) variable. The research was conducted at the Department of Agriculture, North Tapanuli Regency. The data collection process was carried out from March to August 2025.

According to Sugiyono, a population is defined as the generalization area consisting of objects or subjects that possess specific qualities and characteristics established by the researcher to be studied and from which conclusions are drawn. In this study, the population comprises the entire workforce of the Agency, totaling 240 employees, with the following distribution:

Table 1. Population Size

No.	Status	Number of Employees
1.	Civil Servants (ASN)	240
	Total	**240**

Source : Department of Agriculture, North Tapanuli Regency

The sampling technique employed in this study was purposive sampling. According to Sugiyono, purposive sampling is a technique for determining samples based on specific considerations. The rationale for using purposive sampling is that it is appropriate for quantitative research, particularly studies that do not aim for broad generalization. Based on this approach, the research sample consisted solely of civil servants (ASN) [15], with a total of 240 employees [16].

The data utilized in this research were obtained from questionnaires distributed to respondents across all divisions of the Agency. The analytical method applied was quantitative data analysis using SPSS version 25.0.

The data collected using structured questionnaires distributed to all employees across divisions within the office. The data will be analyzed using quantitative statistical methods with SPSS version 25.0. Several steps will be performed.

Validity testing ensures that questionnaire items accurately measure the intended variables. An item is valid if the correlation coefficient (*r-count*) exceeds the critical value (*rtable*). Reliability testing will use Cronbach's alpha, where a value greater than the critical value indicates reliability.

The regression model applied in this study was formulated as follows:

$Y=a+bX$ Where:

Y = Employee Performance

X = Work-Life Balance a =

Constant

b = Regression Coefficient

The t-test was conducted to determine the significance of the influence of the independent variable on the dependent variable. Furthermore, the coefficient of determination (R^2) was used to measure the extent of the effect of the independent variable on the dependent variable. In other words, the coefficient of determination was applied to evaluate how strongly the independent variable, namely Work-Life Balance (X), influences the dependent variable, Employee Performance (Y). The value of R^2 ranges between 0 and 1 ($0 < R^2 < 1$), indicating that when $R^2 = 0$, there is no influence between X and Y, while the closer R^2 approaches 1, the stronger the relationship between X and Y. The determination test was conducted using SPSS version 25.0.

Results 4.1 Research Findings

4.1.1 Descriptive Analysis

Descriptive analysis in this test was employed to identify the minimum and maximum scores, mean scores, and standard deviations of each variable. The results are as follows: The table title is at the top, while the image title is written below. If tables and figures can be included in a single column, then the writing example is as follows:

Table 1. Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Work-Life Balance	240	3.72	5.00	4.62	0.52
Employee Performance	240	3.54	5.00	4.77	0.43

Source: SPSS output, version 25.0

The descriptive statistical analysis was conducted to examine the minimum, maximum, mean, and standard deviation scores of the research variables, namely Work-Life Balance and Employee Performance.

The results indicate that the Work-Life Balance variable (N = 240) has a minimum score of 3.72 and a maximum score of 5.00, with a mean of 4.62 and a standard deviation of 0.52. This suggests that respondents perceive their work-life balance at a relatively high level, with moderate variability, indicating general consistency in employees' ability to manage work and personal life responsibilities effectively.

Meanwhile, the Employee Performance variable (N = 240) shows a minimum score of 3.54 and a maximum score of 5.00, with a mean of 4.77 and a standard deviation of 0.43. These results reflect that employee performance is perceived to be high, with slightly lower variability compared to work-life balance, suggesting that most employees perform consistently well across the organization.

Overall, the descriptive statistics demonstrate that both work-life balance and employee performance are positively perceived among respondents. This provides an initial indication that employees who experience effective work-life balance tend to maintain high levels of performance, highlighting the potential importance of WLB initiatives in supporting organizational effectiveness and employee well-being.

4,2 Validity and Reliability Tests

The validity test was conducted using the Corrected Item-Total Correlation. Results showed that all items of both variables had correlation coefficients above the threshold value (0.2387) with significance levels below 0.05. Thus, all items were considered valid.

Reliability was tested using Cronbach's Alpha. The values for both variables were above 0.60, indicating strong internal consistency:

1. Work-Life Balance : $\alpha = 0.3222$ (3 items) 2. Employee Performance : $\alpha = 0.3679$ (6 items)

This confirms that the research instrument was reliable [17].

4.3 Regression Analysis

4.3.1 Simple Linear Regression

A regression analysis was conducted to evaluate the effect of Work-Life Balance on Employee Performance.

Table 2. Regression Results

Model	B	Std. Error	Beta	t
(Constant)	9.844	2.324	–	4.173
Work-Life Balance	1.154	0.165	0.755	9.722

Dependent Variable: Employee Performance

The regression analysis results indicate that the constant value is 9.844 with a t-value of 4.173, suggesting that employee performance maintains a positive baseline even in the absence of work-life balance as a predictor. The regression coefficient (B) for Work-Life Balance is 1.154 with a standard error of 0.165, and the standardized Beta value is 0.755, demonstrating a strong positive effect. The t-value of 9.722 confirms that the relationship between work-life balance and employee performance is statistically significant.

These results imply that for every one-unit increase in work-life balance, employee performance is expected to increase by 1.154 units. This indicates that employees who are able to effectively manage their work and personal life responsibilities tend to perform better in their professional roles. The high Beta value also confirms that work-life balance is a dominant predictor of employee performance in this organizational context.

Overall, the findings highlight the importance of work-life balance as a significant factor influencing employee performance. This suggests that organizations, particularly in the public sector, should prioritize policies and practices that promote work-life balance to enhance productivity, employee satisfaction, and overall organizational effectiveness.

4.3.2 Coefficient of Determination (R^2)

The coefficient of determination (R^2) was calculated to measure the proportion of variance in Employee Performance explained by Work-Life Balance.

Table 3. Coefficient of Determination

Model	R	R^2	Adjusted R^2
1	0.722	0.558	0.687

Source: SPSS output, version 25.0

The model summary indicates that the correlation coefficient (R) is 0.722, demonstrating a strong positive relationship between work-life balance and employee performance. This suggests that higher levels of work-life balance are associated with higher employee performance within the organization.

The coefficient of determination (R^2) is 0.558, which implies that 55.8% of the variance in employee performance can be explained by work-life balance. This demonstrates that worklife balance is a substantial predictor of employee performance in this context. Furthermore, the Adjusted R^2 value of 0.687 indicates that the model retains strong explanatory power even after adjusting for sample size and the number of predictors.

These results suggest that while work-life balance significantly contributes to enhancing employee performance, the remaining 44.2% of variance is likely influenced by other factors not included in the model, such as leadership style, organizational culture, compensation, and

professional development opportunities. Overall, the findings emphasize the importance of work-life balance in promoting employee productivity and organizational effectiveness.

4.3.3 Hypothesis Testing (t-Test)

The hypothesis testing was carried out using the t-test.

H_0 : Work-Life Balance does not positively influence Employee Performance. **H_a :** Work-Life Balance positively influenced Employee Performance.

Table 4. t- Test Result

Model	B	Std. Error	Beta	t
(Constant)	9.589	2.558	–	4.277
Work-Life Balance	1.169	0.145	0.755	**9.389**

Dependent Variable: Employee Performance

The regression analysis shows that the constant value is 9.589 with a t-value of 4.277, indicating that employee performance maintains a positive baseline even in the absence of work-life balance as a predictor. The regression coefficient (B) for Work-Life Balance is 1.169 with a standard error of 0.145, and the standardized Beta value is 0.755, reflecting a strong positive influence. The t-value of 9.389 exceeds the critical threshold ($p < 0.05$), confirming that the effect of work-life balance on employee performance is statistically significant.

These findings suggest that for every one-unit increase in work-life balance, employee performance is predicted to rise by 1.169 units. This indicates that employees who effectively manage their work and personal life responsibilities tend to perform better, demonstrating the critical role of work-life balance in enhancing productivity and organizational outcomes.

Overall, the results support the alternative hypothesis (H_a) that work-life balance positively and significantly affects employee performance, while rejecting the null hypothesis (H_0). This underscores the importance of implementing effective work-life balance policies and practices within public sector organizations, such as the Department of Agriculture in North Tapanuli Regency, to sustain employee performance and institutional effectiveness.

Conclusion

The findings of this study demonstrate that Work-Life Balance (WLB) has a significant and positive effect on Employee Performance at the Department of Agriculture, North Tapanuli Regency. Descriptive statistics showed that employees perceive both work-life balance and performance at relatively high levels, suggesting that the organization has a generally supportive environment that allows employees to manage professional and personal responsibilities effectively.

The regression analysis further confirmed that work-life balance is a dominant predictor of employee performance. The regression coefficient ($B = 1.169$) and standardized Beta (0.755) indicate that for every one-unit increase in work-life balance, employee performance is expected to increase by 1.169 units. Moreover, the t-test confirmed the statistical significance of this relationship, reinforcing the critical role of work-life balance in enhancing employees' productivity and organizational outcomes.

The coefficient of determination ($R^2 = 0.558$, Adjusted $R^2 = 0.687$) shows that approximately 55.8% of the variance in employee performance can be explained by work-life balance, while the remaining 44.2% may be influenced by other factors such as leadership style, organizational culture, compensation, and professional development. Overall, the study underscores the importance of implementing effective work-life balance strategies in public sector organizations to sustain high employee performance and institutional effectiveness.

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