



Worklife Balance and Burnout Impact on PT. PERTAMINA (Persero) RU VI Balongan Employee Performance

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Abstract

This study examines the effects of work-life balance (X1) and burnout (X2) on employee performance (Y) at PT. Pertamina RU VI Balongan, employing a quantitative research methodology. Utilizing the Slovin sampling technique, a representative sample of office workers was selected, and data were gathered through questionnaires and direct observation. Multiple linear regression analysis was conducted to analyze the data. The findings reveal that work-life balance positively influences employee performance, whereas burnout negatively impacts it. These outcomes underscore the significance of managing work-life balance and burnout to enhance employee performance at PT. Pertamina RU VI Balongan. This abstract concisely reflects the study's purpose, methodology, key findings, and implications, adhering to the suggested structure of introduction and objective, methodology, results and discussion, and conclusion, with a focus on clarity and conciseness.

Keywords: Work-Life Balance, Burnout, Employee Performance, Business Management, Economic Development

Introduction

Companies aim to increase profits by minimizing resource consumption. They anticipate their employees to engage in business competition, endure, and emerge victorious. A study on modern human resource management practices emphasizes the significance of a holistic approach, including talent development, work-life balance, and a supportive organizational culture, in enhancing employee retention (Hendriati et al., 2024). Human resources are paramount for a company, despite the existence of various other types of resources (Ganapathi, 2016).

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Human resources are individuals who are prepared, capable, and possess the necessary skills to contribute to the accomplishment of organizational objectives. In a demographic context, the concept of human resources can be likened to labour, encompassing both individuals engaged in work activities and those who are not (Samsuni, 2023). Individuals of working age who are actively engaged in the workforce through employment or job-seeking are known as the labour force. Conversely, individuals not part of the workforce typically engage in three primary activities: studying, managing the household, or pursuing other endeavours (Samsuni, 2017).

Human resources are playing a more significant role due to intense competition among companies and organizations in the global landscape. Companies can compete by maximizing the capabilities and skills of their employees (Saputra et al., 2020). Organizations need to focus on the quality of their employees, including their knowledge, skills, career development, and well-being. This will enhance performance and motivate employees to excel in order to accomplish company objectives (Baharuddin et al., 2023). Human resource management is crucial for a company's survival in today's competitive environment and should be overseen by company leaders, not solely by employees or officers (Imania et al., 2015).

Human resources are a crucial component that must be effectively managed to ensure the organization can make optimal contributions. Poor performance by employees hinders the company's smooth operation and goal achievement (Sukoco & Prameswari, 2017). Employee performance is the work of an employee, a management process or an organization as a whole, where the results of the work must be demonstrated concretely and measurably (compared to predetermined standards) (Harijanti et al., 2021). Nevertheless, every employee has distinct objectives: apart from the company's goals, they also have personal goals to fulfil their individual needs. Thus, companies must take into account the individual needs of each employee to ensure their satisfaction in the workplace (Wenno, 2018). Work-life balance is the practice of establishing suitable priorities between one's professional and personal life. Many individuals experience a loss of equilibrium in their lives upon entering the workforce (Putri & Amran, 2021).

Life becomes increasingly challenging for them to savour as their career or business progresses. Ultimately, personal and familial time will be squandered, emotions will spiral out of control, and health will deteriorate (Rondonuwu et al., 2018). Work-life balance encompasses time management, engagement, and satisfaction. Companies value this programme because they recognize that employees encounter challenges and responsibilities beyond their work duties.

Employee burnout stems from company incompatibilities, such as unhealthy competition and lack of support from superiors (Syamsu et al., 2019). Burnout significantly impacts performance, and without prompt treatment, performance will deteriorate (Aji & Palupiningdyah, 2016).

The researchers derived the motivation for conducting research on "The Influence of Worklife Balance and Burnout on Employee Performance at PT. Pertamina (Persero) RU VI Balongan" from the phenomenon that arises from the aforementioned studies. The results of

this research led to the formulation of a problem, which was the question of whether or not there is a work-life balance regarding employee performance at PT. Pertamina RU VI Balongan. Are there any indications that burnout has an impact on the performance of employees at PT. Pertamina RU VI Balongan? Is there a correlation between the work-life balance and burnout that employees at PT. Pertamina RU VI Balongan experience, and how does this influence affect their performance?

For the purpose of conducting research on "The Influence of Work-Life Balance and Burnout on Employee Performance at PT. Pertamina (Persero) RU VI Balongan," the author cites the phenomenon that has been observed in a number of studies that have been presented above. The problem formulation in this study is based on the background information, and it asks whether or not there is a work-life balance on employee performance at PT. Pertamina RU VI Balongan. Are there any indications that burnout has an impact on the performance of employees at PT. Pertamina RU VI Balongan? And does the presence of both work-life balance and burnout have an impact on the performance of employees at PT. Pertamina RU VI Balongan at the same time?

Literature Review

Employee performance

In accordance with the company's goals, vision, mission, and objectives, the performance of employees is deemed to be appreciated when their work, programmes, or policies reach a certain level (Rosmaini & Tanjung, 2019). According to (Sholeh, 2017). Performance refers to the outcomes and actions that are a result of a person's work over a period of time. Meanwhile, according to (Norawati et al, 2021), The amount of work that a worker has finished in a specific amount of time is something that is considered to be the employee's performance.

Worklife Balance

Establishing a healthy balance between work and personal life can lead to increased productivity as well as increased employee retention (Octarini & Supriyadi, 2021). Work-life balance is a social framework or policy that has been created and is still relevant to the context of the policy that is to be implemented. On the other hand, saying that an employee must find a way to balance their personal and professional lives because the demands of work are greater than those of their personal life can lead to conflict (Muktamar et al., 2023). A worker is required to strike a balance between their personal and professional lives because an excessive amount of work demands can lead to conflict (Helena & Dua, 2020).

Burnout

According to (Indrawati et al, 2022) Working for an excessively long period of time, with an excessive amount of effort, can lead to burnout. Typically, this happens as a result of not giving individual needs and desires the priority they deserve. It is possible for this to occur to oneself, to a client, or to a boss, and it can cause people to feel pressured to complete additional

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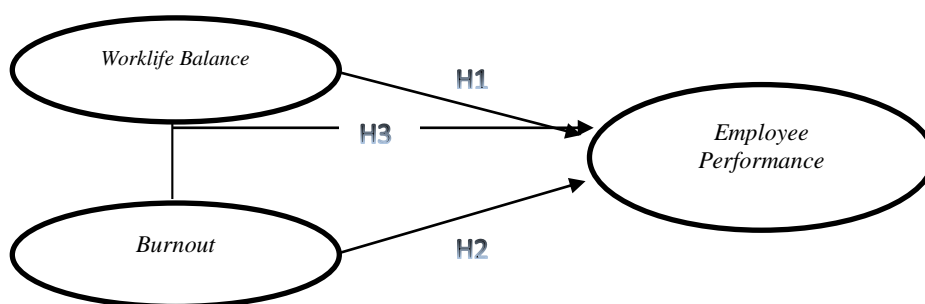
work, which can lead to feelings of guilt and cause them to exert more energy. The condition known as burnout is characterised by the presence of unpleasant physical and mental symptoms, which can result in a person's relationship with their work becoming increasingly frustrating. Meanwhile (Sarida & Rossanty, 2022) says spending an excessive amount of time on activities or tasks that are impossible to complete can lead to burnout, which is a loss of both physical and mental resources.

Table 1. Operational definition of variables

Variable	Operational definition	Indicator	Scale
<i>Worklife Balance</i> McDonald and Bradley (2017) in Pangemanan et al., (2017)	Work-life balance refers to the degree to which an individual is content with the way in which they fulfil all of the roles in their life, including those that lie outside of work.	<ul style="list-style-type: none"> • Time Balance • Input balance • Balance of satisfaction 	Likert
<i>Burnout</i> Maslach (2007) in Watusake et al (2019: 1962)	Burnout on the job is a negative emotional reaction that can occur in the workplace when an individual remains under stress for an extended period of time.	<ul style="list-style-type: none"> • Fatigue • Cynical • Ineffective 	Likert
Employee performance Robbins & Judge (2015: 50)	In the workplace, performance refers to the outcomes that employees achieve in accordance with the standards that are applicable to their positions.	<ul style="list-style-type: none"> • Role responsibilities • On-time • Presence 	Likert

Research Model

Figure 1. Research Model



Research Hypothesis

Taking into consideration the formulation of the problem as well as the explanation provided in Figure 1, the following hypothesis is proposed:

Table 2. Research hypothesis

Hypothesis	Information
H1	H0: <i>A healthy work-life balance does not have a significant impact on the performance of employees.</i> Ha: <i>A healthy balance between work and personal life has a significant impact on employee performance.</i>
H2	H0: <i>There is no significant impact that burnout has on the performance of employees.</i> Ha: <i>There is a significant correlation between burnout and employee performance.</i>
H3	H0: <i>There is no significant correlation between work-life balance and burnout and employee performance when both factors are present at the same time.</i> Ha: <i>It is important to note that both work-life balance and burnout have a significant impact on employee performance simultaneously.</i>

Research Method

Operational definition

According to (Martinus & Budiyo, 2016), one definition of operational definition is the requirement to measure activities or variables while simultaneously providing meaning. Because of this definition, communication between different studies is simplified. The researchers provide an operational explanation of both the independent variables and the dependent variables.

a. Dependent Variable (Y)

The performance of employees is one of the endogenous research variables that is measured as a dependent variable. This performance can be observed by observing the responses of respondents regarding their responsibility, punctuality, and involvement in research.

b. Independent Variable (X)

The exogenous variables studied are 3 (three):

- 1) *Worklife Balance (X1)* in research with assessment scores from respondents' answers through indicators of time balance, input balance, and satisfaction balance.
- 2) *Burnout (X2)* Burnout in this study was assessed using respondents' answers, namely indicators of physical fatigue, cynicism, and ineffectiveness.

Variable Measurement

It is necessary to have a measurement scale-equipped instrument in order to collect precise data when conducting quantitative research. The indicators of each independent variable (X) and dependent variable (Y) are used to measure the variables that are being taken into consideration in this investigation.

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Population and Sample

a. Population

The term "population" refers to the total number of individuals or things that are eligible for investigation. Employees of PT. Pertamina RU VI Balongan make up the population of this study, which has a total of 250 participating individuals.

b. Sample

Representative of the population being studied, the research sample is a collection of characteristics that are comparable to the general population. The sample used was 62 people (employees of PT. Pertamina RU VI Balongan).

Data collection technique

a. Research Model

This study makes use of quantitative data obtained from the following sources:

- 1) Direct observation: Direct observation of research objects and subjects is an effective method for gaining an in-depth understanding of the problem being researched.
- 2) Distribution of questionnaires. The distribution of questionnaires in this study was carried out by giving each respondent 15 questions one by one related to variable (X) and variable (Y) to 62 PT office employees. Pertamina RU VI Balongan. And has been processed through statistical analysis.

Data source

The questionnaires were distributed to 62 individuals in order to collect data for the research project. employees who work in PT! Pertamina RU VI Balongan discusses topics such as balance between work and personal life, burnout, and employee performance. There are fifteen questions in the questionnaire, and each one allows respondents to indicate whether or not they believe a particular variable to be significant.

Data collection

Using a questionnaire distributed directly to PT employees. Pertamina RU VI Balongan to collect data. The questionnaire contains statements about employee performance variables, Work-Life Balance, and Burnout, which are measured using *a Likert scale*.

Data Analysis and Hypothesis Testing Techniques

According to (Agustina et al., 2023) Data analysis and hypothesis testing techniques are as follows:

a. Test Data Description Statistics

Descriptive statistics are statistics used to analyze data without the intention of making general conclusions or generalizations.

b. Test Validity

The difference between data that occurs on an object and data that can be collected by researchers is a tool that can be used to measure validity. Validity is a tool that can be used to measure the difference. If the item has a significant tolerance with the total score, then the validity of the item is evaluated by testing the significance of the correlation coefficient at a significance level of 0.1. There is a significant tolerance between the item and the total score. One uses a significance test to compare the R-value of the table. In this scenario, an item is considered valid if the calculated r is higher than the r table, which displays a positive value. On the other hand, if the r table contains a value that is lower than the calculated r, then the item is considered invalid.

c. Reliability Test

Cronbach's alpha is acceptable if it is greater than 0.6 and the closer it is to 1, the better the internal consistency reliability.

d. T-test

It is possible to determine the effect of the independent variable (X) on the dependent variable (Y) by employing the T-test. Specifically, the level of significance at 0.05 is compared with the t level of significance that was calculated in order to accomplish this. If the significance value of t is less than 0.05, then the null hypothesis (Ha) is accepted, and the alternative hypothesis (Ho) is rejected as significant. On the other hand, if the significance value of t is greater than 0.05, then the null hypothesis (Ha) is rejected, and the alternative hypothesis (Ho) is considered to be insignificant.

e. F test

It is possible to measure the simultaneous influence of the independent variable on the dependent variable by employing the simultaneous coefficient test, also known as the F test. This test is carried out by contrasting the value of the F-table with the value that was calculated using the F-program. For example, if the F-count value is higher than the F-table, then Ho is rejected and Ha is accepted. On the other hand, if the F-count value is lower than the F-table, then Ho is accepted and Ha is rejected. demonstrates that the independent variable and the dependent variable are both having a significant influence and that this influence is occurring simultaneously.

Results and Discussion

Descriptive Statistical Data Analysis

Table 2. Interpretation of respondent index

<i>Variables</i>	<i>N</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Mean</i>	<i>Std. Deviation</i>
<i>Work-Life Balance (X1)</i>	65	12	25	22.49	3,514
<i>Burnout (X2)</i>	65	9	23	16.43	3,335
<i>Employee Performance (Y)</i>	63	12	24	19.67	2,634
<i>Valid N (listwise)</i>	63				

(Source: Processed data)

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The following is a description of the distribution of the data that was obtained by researchers, which is based on the results of the Descriptive Test that was presented earlier:

Description of the findings based on the input given

The dataset presents a quantitative analysis of variables related to work-life balance, burnout, and employee performance. For work-life balance, the sample size was 65 respondents, showing a range of scores from 12 to 25, with a mean score of 22.49, indicating a relatively high level of work-life balance among the respondents. The standard deviation of 3.514 suggests moderate variability in the work-life balance scores.

Discussion of comparing and contrasting from literature data

Comparatively, the burnout variable, also with 65 respondents, ranged from 9 to 23 with a lower mean of 16.43, which may suggest a moderate level of burnout. The standard deviation is slightly smaller than that of work-life balance at 3.335, indicating slightly less variability in burnout scores among the respondents.

Discussion of the importance of the findings and its scientific and practical implications

Employee performance, analyzed for 63 respondents, ranged from 12 to 24, with a mean of 19.67 and the lowest standard deviation of the three variables at 2.634, suggesting a more consistent performance level among the employees. The strong work-life balance seems to correlate with better employee performance, while the presence of burnout inversely impacts it. These findings highlight the critical impact of work-life balance on employee well-being and performance, suggesting that interventions aimed at reducing burnout could be beneficial.

Discussion the findings in terms of the hypothesis or research objectives

The findings appear to support the hypothesis that work-life balance positively correlates with employee performance and that higher burnout levels may negatively impact it.

Comparison the findings with other research and discuss their relevance

When juxtaposed with existing literature, these findings reinforce the commonly reported trend that work-life balance is a significant predictor of job performance, and burnout often leads to decreased productivity.

Analysis of the implications of the findings for practice, policy, or further research

These results have practical implications for human resource policies, suggesting the need for organizational strategies to improve work-life balance and reduce burnout to enhance performance. Further research could explore specific interventions and their effectiveness in managing these variables.

Description of potential limitations of the findings

While the results are indicative, they may not be generalizable due to the sample size and demographic constraints. Additionally, the cross-sectional nature of the data limits the ability to infer causation.

Suggestion areas for future research based on the findings

Future research should investigate longitudinal effects and include diverse industries to understand the broader applicability of these results.

Proposal of recommendations based on the findings

Organizations are recommended to implement flexible work policies and burnout reduction programs, which could potentially lead to enhanced employee performance and overall organizational effectiveness. In line with, here are some other findings:

- a. According to the Work-Life Balance variable (X1), the minimum value is 12, the maximum value is 25, and the average value is 22.49. a. The minimum value is 12, and the maximum value is 25. The value of 3.514 represents the standard deviation for work-life balance.
- b. The data for the Burnout variable (X2) reveals that they have a minimum value of 9, a maximum value of 23, an average value of 22.49, and a standard deviation of work balance of 3.335, respectively.
- c. The employee performance variable (Y) has a minimum value of 12 and a maximum value of 24, with an average of 22.49 and a standard deviation of 2,634 for work balance. The data suggests that the minimum value is 12, and the maximum value is 24.

Instrument Test

Table 3. Validity test

<i>Variables</i>	<i>r count</i>	<i>r table</i>	<i>Information</i>
<i>Work-Life Balance (X1)</i>	0.805	0.292	Valid
<i>Burnout (X2)</i>	0.209	0.292	Invalid
<i>Employee Performance (Y)</i>	0.703	0.292	Valid

(Source: Processed data)

Based on the calculated r value of the work-life balance variable and employee performance on the employee performance variable, it can be concluded that the work-life balance variable and employee performance variable are both greater than 0.292. This indicates that the variable is valid and can be utilised as a source of data in research. When compared to this, the r value of the burnout variable that was calculated is lower than 0.292, which indicates that it is not valid and therefore cannot be used as a source of data in research.

Description of the findings based on the input given

The validity test in Table 4 shows that the Work-Life Balance (X1) and Employee Performance (Y) variables have correlation coefficients (r_count) of 0.805 and 0.703, respectively, which are both above the r_table value of 0.292. This indicates a strong and valid correlation for these variables. However, the Burnout (X2) variable has an r_count of 0.209, which does not surpass the r_table threshold, suggesting that the correlation for this variable is not statistically significant and hence is considered invalid.

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Comparison of the findings with other research and discuss their relevance

The findings for the Work-Life Balance and Employee Performance variables are consistent with much of the existing literature, which commonly reports strong correlations between these factors. The invalid result for Burnout may suggest that other variables not considered in this study could have a more significant relationship with burnout, or the measure used may not capture the construct adequately.

Proposal of recommendations based on the findings

Given the strong correlation between Work-Life Balance and Employee Performance, it is recommended that organizations invest in programs that support a healthy balance between work and personal life, as this is likely to lead to improvements in performance. As for Burnout, despite the invalid result, it should not be ignored. Organizations may need to look beyond traditional measures and consider other potential factors contributing to burnout, possibly using a more nuanced approach to understand its impact on performance. Further investigation into these areas could provide more insights, guiding more effective workplace strategies.

Table 5. Reliability test

<i>Variables</i>	<i>Cronbach Alpha</i>	Recommended <i>Alpha</i>	<i>Cronbach</i> Information
<i>Work-Life Balance (X1)</i>	0.880	0.60	Reliable
<i>Burnout (X2)</i>	0.523	0.60	Not Reliable
Employee Performance (Y)	0.578	0.60	Not Reliable

(Source: Processed data)

Description of the findings based on the input given

The reliability test results in Table 5 indicate that the Work-Life Balance (X1) scale is reliable with a Cronbach's Alpha of 0.880, which is significantly above the recommended threshold of 0.60. Conversely, the scales for Burnout (X2) and Employee Performance (Y) show Cronbach's Alpha values of 0.523 and 0.578, respectively, which are below the recommended level, indicating a lack of internal consistency within these measures and suggesting they are not reliable.

Discussion by comparing and contrasting the literature data

These findings point to a discrepancy between the reliability of the Work-Life Balance scale and the other two variables. In the literature, Cronbach's Alpha levels above 0.70 are generally considered acceptable, indicating that the Work-Life Balance scale is a well-constructed measure within this dataset. However, the lower reliability of the Burnout and Employee Performance measures may require a review of the questionnaire items or the conceptual framework to ensure that they are accurately capturing the constructs they intend to measure.

Discussion the importance of the findings and its scientific and practical implications

The high reliability of the Work-Life Balance scale confirms it as a robust measure for future studies. The unreliability of the Burnout and Employee Performance scales, however, has important implications. It may affect the validity of any conclusions drawn about these constructs and could lead to misleading results. Practically, it suggests that organizations might receive unreliable feedback from employees regarding burnout and performance if the current scales are used without revision. For scientific research, these results underscore the importance of verifying the reliability of scales before using them to draw conclusions or inform policy. It also suggests a need for further research to develop or refine existing measures for Burnout and Employee Performance.

If Cronbach Alpha is more than 0.60, the variables are considered reliable, which means they can be used as a reliable data source, namely the relative measurement results of the coefficients if repeated measurements are carried out.

Classic assumption test

Table 6. Multicollinearity test

<i>Model</i>	<i>Sig.</i>	<i>Collinearity Statistics</i>	
		<i>Tolerance</i>	<i>VIF</i>
(Constant)	,000		
<i>1</i> Work-Life Balance (X1)	,001	,851	<i>1,174</i>
Burnout (X2)	,002	,851	<i>1,174</i>

(Source: Processed data)

Description the findings based on the input given

The multicollinearity test in Table 6 provides statistical measures to assess the independence of the predictor variables in a regression model. The significance values for both Work-Life Balance (X1) and Burnout (X2) are very low (0.001 and 0.002 respectively), which statistically validates the inclusion of these variables in the model. The Tolerance values are both 0.851, which are well above the commonly used threshold of 0.1, indicating no multicollinearity concerns. The Variance Inflation Factor (VIF) for both variables is 1.174, which is below the threshold of 5 or 10 (depending on the source), again indicating that multicollinearity is not a problem for this model.

Discussion by comparing and contrasting from literature data

The absence of multicollinearity in these variables suggests that each provides unique, independent information about the dependent variable in the regression model. This is consistent with literature that supports the idea that work-life balance and burnout are distinct constructs that independently affect outcomes like employee performance.

Discussion the importance of the findings and its scientific and practical implications

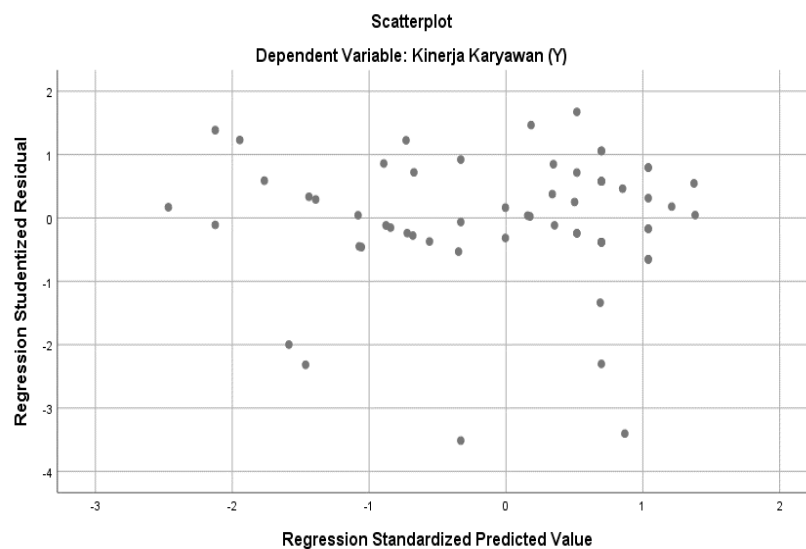
These findings suggest that any predictive model or intervention aiming to improve employee outcomes should consider both work-life balance and burnout as separate factors.

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The low multicollinearity means that they can be reliably used together in predictive models without concern for overlapping variance, which in practice means more accurate models and better-targeted interventions.

There is no occurrence of multicollinearity when the variance inflation factor (VIF) is less than or equal to 10, and the tolerance value is greater than 0.01. There is no multicollinearity in the data because the VIF value of the variable (X1) Work-life Balance and the variable (X2) Burnout is 1.174 below 10, and the tolerability value is 0.851 above 0.1. Both of these values are below the threshold of one.

Figure 2. Heteroscedasticity test



(Source: Processed data)

The scatterplot provided in Figure 2 illustrates a heteroscedasticity test with the dependent variable being Employee Performance (Kinerja Karyawan). The plot shows the regression standardized predicted values on the x-axis and the regression standardized residuals on the y-axis. The distribution of points does not form a distinct pattern, such as a funnel shape, which would indicate heteroscedasticity. Instead, the data points are relatively scattered, suggesting that the assumption of homoscedasticity (constant variance of residuals) holds for this regression model.

In contrast to a heteroscedastic distribution where the variance of residuals varies at different levels of the independent variables, the plot does not show increasing or decreasing variance of residuals as the predicted values change. This pattern is in line with the assumption of homoscedasticity, which many statistical models assume, and which is often verified in empirical research to validate regression results.

The absence of apparent heteroscedasticity is important as it suggests that the model's predictive accuracy and the standard errors of estimate are reliable across different values of the independent variables. In practical terms, this means that the relationship between work-life balance, burnout, and employee performance can be modeled with the confidence that

predictions will be consistent and not dependent on the scale of the predictor variables. It also implies that the regression coefficients are unbiased estimators of the relationships, which is crucial for making informed decisions based on the model.

According to the scatterplot graph that was presented earlier, it is possible to observe that the points are dispersed in a random manner both above and below the number 0 (zero) on the Y column. In light of this, it is possible to draw the conclusion that the regression model does not exhibit heteroscedasticity.

Multiple Linear Regression Test

Table 7. F-Test (Simultaneous)

<i>ANOVA^a</i>						
<i>Model</i>		Sum of Squares	df	Mean Square	F	<i>Sig.</i>
<i>I</i>	Regression	163.155	2	81,578	18,343	<i>,000^b</i>
	Residual	266,845	60	4,447		
	Total	430,000	62			

(Source: Processed data)

Description the findings based on the input given

Table 7 presents the results of an F-test from an ANOVA analysis, which examines whether there is a statistically significant overall regression relationship between the independent variables and the dependent variable in the model. The F-statistic is calculated as 18.343, which is the ratio of the mean regression sum of squares (81,578) to the mean residual sum of squares (4,447). With a significance (Sig.) level of 0.000, the results suggest that the regression model statistically significantly predicts the outcome variable.

Discussion by comparing and contrasting from literature data

Compared to the typical F-test results in the literature, an F value of 18.343 is quite high, which indicates a strong overall relationship. Typically, a significant F-test (where Sig. < 0.05) is indicative that the observed R-squared is reliable and not a result of chance, and the model has explanatory power in predicting the dependent variable.

Discussion the importance of the findings and its scientific and practical implications

The F-test's significance has practical implications, as it confirms that the independent variables included in the model are collectively predictive of the dependent variable. For researchers and practitioners, it justifies the use of the model in further analyses and suggests that efforts to understand or influence the dependent variable should consider these independent factors. In organizational settings, this could mean that interventions targeting work-life balance and burnout are likely to have a significant impact on employee performance.

Due to the fact that the known sig value is 0.000 (which is less than 0.05), it is possible to draw the conclusion that the Independent Variable has a significant effect simultaneously (together) on the Dependent Variable.

Table 4. T-Test (Simultaneous)

<i>Coefficients^a</i>					
<i>Model</i>		Unstandardized Coefficients	Standardized Coefficients		<i>t</i>
		B	Std. Error	Beta	
<i>1</i>	(Constant)	8,521	1,882		4,526
	Work-Life Balance (X1)	,291	,083	,388	3,520
	Burnout (X2)	,278	,087	,352	3,192

(Source: Processed data)

Description the findings based on the input given

Table 8 presents the T-test results of a simultaneous regression analysis. The constant term has a high unstandardized coefficient (B) of 8.521 with a standard error of 1.882 and is statistically significant ($t = 4.526$). Work-Life Balance (X1) has a positive coefficient of 0.291, which is statistically significant ($t = 3.520$) and a standardized coefficient (Beta) of 0.388, indicating a moderate positive effect on the dependent variable. Burnout (X2) also shows a positive coefficient of 0.278 with a t-value of 3.192 and a Beta of 0.352, suggesting a slightly smaller yet significant positive effect on the dependent variable.

Discussion by comparing and contrasting from literature data

The positive coefficients for both Work-Life Balance and Burnout are somewhat contrary to expectations based on literature, as Burnout is typically expected to have a negative effect on performance. The positive Beta values suggest that as Work-Life Balance and Burnout scores increase, so does Employee Performance, which could indicate that the Burnout variable may be capturing a different construct than traditionally defined, or that the respondents may interpret higher Burnout scores as a form of engagement or motivation.

Discussion the importance of the findings and its scientific and practical implications

The significant t-values for both predictors suggest that they are important factors in understanding Employee Performance. The findings highlight the need to consider the definitions and perceptions of Burnout in different contexts. If Work-Life Balance is indeed positively associated with performance, organizational strategies should aim to enhance employees' balance. Conversely, the positive association between Burnout and performance should be interpreted with caution, as it could reflect an anomaly in data or an indication that the sample may perceive Burnout differently. Further qualitative research may be necessary to understand this relationship better.

Due to the fact that the known sig value is 0.000 (which is less than 0.05), it is possible to draw the conclusion that the Independent Variable has a significant effect simultaneously (together) on the Dependent Variable.

Table 5. T-Test (Hypothesis)

<i>Coefficients^a</i>		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	<i>Collinearity Statistics</i>	
<i>Model</i>		B	Std. Error	Beta			Tolerance	VIF
	1	(Constant)	8,521	1,882		4,526	,000	
Work-Life Balance (X1)		,291	,083	,388	3,520	,001	,851	1,174
Burnout (X2)		,278	,087	,352	3,192	,002	,851	1,174

(Source: Processed data)

Description the findings based on the input given

Table 9 presents the results of a T-test for hypothesis testing in a regression model. The constant (intercept) has a significant unstandardized coefficient (B) of 8.521, indicating the model's predicted value when all independent variables are zero. Work-Life Balance (X1) has a positive coefficient (B = .291) and is statistically significant (t = 3.520, p = .001), implying a positive impact on the dependent variable. Burnout (X2) also shows a significant positive coefficient (B = .278) with a t-value of 3.192 and a p-value of .002, indicating a significant predictive relationship with the dependent variable.

Discussion by comparing and contrasting from literature data

The positive Beta coefficients for both Work-Life Balance (Beta = .388) and Burnout (Beta = .352) are noteworthy. Typically, Work-Life Balance is expected to have a positive impact on performance outcomes, which aligns with the findings here. However, the positive coefficient for Burnout is unusual as literature often reports a negative relationship between Burnout and performance indicators. The statistical significance of both variables suggests that they are important predictors in this context.

Discussion the importance of the findings and its scientific and practical implications

These findings suggest that Work-Life Balance is an important factor in enhancing employee performance, corroborating the focus on work-life policies in organizational development. The positive and significant impact of Burnout on performance, however, warrants further investigation to understand the underlying dynamics. It may suggest that the sample population perceives the concept of Burnout differently or that certain aspects of Burnout could be associated with higher engagement or effort, which in turn could influence performance positively. These results highlight the need for a nuanced approach to employee well-being and performance, considering both individual and organizational perspectives. In line with, here are another addition:

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- a. The value of the Sig. Because the value of variable X1 is 0.001 (which is less than 0.05), it is possible to draw the conclusion that variable X1 has a significant impact on variable Y.
- b. Sig value, the second option. It is possible to draw the conclusion that variable X2 has a significant impact on variable Y, as the value of variable X2 is 0.002 (which is less than 0.05).

Conclusion

The following are some of the conclusions that can be drawn regarding the impact that work-life balance and burnout have on the performance of employees at PT. Pertamina RU VI Balongan:

- a. The findings of the study indicate that the variable of work-life balance has a significant impact on the performance of professionals working in the field of physical therapy. A Balongan of the Pertamina RU VI. Consequently, this demonstrates that respondents do not experience any disruptions in their personal lives while they are working. This is due to the fact that they have normal working hours, which are eight hours per day, which causes them to feel quite content with their current life and work.
- b. The findings of the study indicate that the Burnout variable does not have an impact on the performance of employees at PT. Pertamina RU VI Balongan. This is due to the fact that respondents do not tend to become bored with their repetitive work, which in turn does not contribute to a decrease in the performance of their employees.
- c. The findings of the research indicate that the combination of work-life balance and burnout has a significant impact on the performance of employees within the physical therapy industry. A Balongan of the Pertamina RU VI. This demonstrates how well the employees of PT are performing. As long as these two factors are effectively managed, there will be an increase in the amount of Pertamina RU VI Balongan produced, along with an increase in Burnout and work-life balance.

Recommendation

In light of the findings of this investigation, the following suggestions are for consideration:

- a. Taking into consideration the fact that the work-life balance variable has a significant impact on employee performance, it is suggested that PT. Pertamina RU VI Balongan continue to pay attention to and encourage a balance between the personal lives of employees and their professional lives. Making an effort to maintain regular working hours and developing a workplace culture that encourages a healthy work-life balance can contribute to an increase in both employee satisfaction and productivity.
- b. Despite the fact that the Burnout variable has not been demonstrated to have an effect on employee performance, it is still essential for PT. Pertamina RU VI Balongan to keep track of the degree of exhaustion or boredom that employees might be experiencing. The

implementation of preventative and stress management measures is necessary in order to forestall the possibility of performance declines in the present and the future.

- c. In light of the fact that work-life balance and burnout have a significant impact on employee performance when taken together, it is recommended that PT. Pertamina RU VI Balongan develop policies and programmes that support the management of work-life balance and for the prevention of burnout. In order to assist employees in managing stress and improving their overall performance, training, psychological support, and increased awareness of the significance of maintaining a healthy work-life balance are potentially beneficial.

Research Limitations

Work-Life Balance and Burnout are the variables that are the primary focus of this research initiative. As a result, it is hoped that future research will incorporate additional variables in order to conduct an in-depth investigation into the factors that influence the performance of employees.

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