

Analysis of the Effect of Work Meaning and Work Totality on Work-Life Balance of Female Workers in Capital Cities in Indonesia

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Article's History:

Received 8 Juni 2023; Received in revised form 23 Juni 2023; Accepted 13 Juli 2023; Published 1 Agustus 2023. All rights reserved to the Lembaga Otonom Lembaga Informasi dan Riset Indonesia (KITA INFO dan RISET).

Suggested Citation:

Ratnawita., Sari, A. R., Lasmiatun, K., Lubis, F. M., & Abdurrohim. (2023). Analysis of the Effect of Work Meaning and Work Totality on Work-Life Balance of Female Workers in Capital Cities in Indonesia. JEMSI (Jurnal Ekonomi, Manajemen, Dan Akuntansi), 9 (4). 1464-1469. <https://doi.org/10.35870/jemsi.v9i4.1365>

Abstract:

This research aims to elucidate the impact of the entirety of employment and the significance of employment on the equilibrium between work and personal life in female employees. The participants in this study consist of 300 married, full-time female employees in various major cities in Indonesia. For this investigation, a quantitative methodology is used. Through the usage of the Google Form link, data is indirectly collected online. Through confirmatory factor analysis (CFA), each measuring device's concept validity is examined using the Lisrel 8.70. Multiple regression analysis methods are used with SPSS's assistance to test the study hypothesis. The purposive sampling method makes use of non-probability sampling. The study's results show that the combined impact of work significance (genuineness, self-efficacy, self-worth, purpose, belongingness, transcendence, culture, and interpersonal understanding) and work entirety (enthusiasm, dedication, and flexibility) on work-life balance exceeds 50%. Commitment, sincerity, and self-efficacy are the factors that have a substantial impact on work-life balance.

Keywords: totality of work, work-life balance, female workers, capital cities.

Introduction

Now women's lives are no longer involved in domestic life (kitchen, bathroom, and bed). Developments in technology and information have resulted in an openness to learning about women's lives. Women have a role in development, which is continuously encouraged in all aspects of life. Women also have the same opportunity in the field of

education, so more and more women have a good education, and there are also many jobs available for women. Women as laborer or employees are found in almost all provinces in Indonesia. The highest percentage of women as laborer or employees was in DKI Jakarta, which was 69.69%, while the lowest was in Papua, which was 13.01%. In addition, women as family workers also exist in most provinces in Indonesia, where the highest percentage is in Papua, which is 62.32%, while the lowest is in DKI Jakarta, which is 6.01%. Furthermore, according to the official website of the Central Statistics Agency (2018), there has been a significant rise in the Female Labor Force Participation Rate (FLFPR) in comparison to the previous year. This demonstrates that women are presently actively participating and enjoying equal prospects in the workforce. The surge in the quantity of women engaged in the labor force leads to expectations on female employees, who also fulfill the responsibilities of homemakers. As a woman who works and also as a mother who has to take care of the household, this is a challenge in itself (Attridge, 2009).

There are so many things that can trigger conflicts experienced by women when balancing their personal lives with their work. One of these inabilities is not being able to regulate emotions so that they vent office problems into life outside of work. So that it can be affected by children and husbands at home. Things like this can result in a failure to have a healthy personal life. Moreover, another problem is that in a field of work, so many superiors want workers to work longer hours, and the workload given is also greater; for example, work meetings late into the night as well as business trips out of town ultimately disturb needs with family, the environment, and personal fulfillment. Hence, it is imperative to establish a harmony between work and personal life in order to prevent these conflicts from arising. The findings of a study conducted in 2014, which involved 17,623 employees, revealed that 85% of them acknowledged not having a proper work-life balance. Additionally, research conducted in the United Kingdom indicated that companies that promote a healthy equilibrium between work and personal life tend to generate a higher annual income compared to those that neglect work-life balance, specifically by 20% (Nafisa et al., 2023).

In the broad sense, the importance of maintaining a healthy work-life balance can be seen through indicators such as mental well-being, self-confidence, satisfaction, and a general sense of harmony in life. The ability to effectively manage both work and personal responsibilities is generally believed to contribute to a person's overall well-being. On the other hand, an imbalance between work and personal life is known to increase stress levels and decrease overall quality of life. Work-life balance refers to the strategies and efforts individuals employ to find equilibrium between their professional and personal lives, irrespective of their family circumstances. Consultant Judith Bardwick explains that the pessimistic outlook some workers hold is a result of their experience, years of eroding company loyalty, downsizing, job loss due to globalization, and concerns over work-life balance. There are some workers who have a very low level of totality of work, thereby destroying what their co-workers want to achieve with a high level of totality of work. It is clear that developing and encouraging the totality of work is very important, even during a bad economic period. When workers work totally, there are benefits that exist for individuals in the form of high morale and a low intention to leave work. Total work is an optimistic, fulfilling, and work-related mental state characterized by zeal, commitment, and solubility (Barnes et al., 2014).

The importance of work is one of the additional aspects that affect work-life balance. There are many different ways that importance and employment are related. These realms are interconnected by a number of factors, including societal roles played by workers and subjective encounters in particular work settings. When the topic of work comes up in discussions on what work means, issues like work as a social institution, significance linked with work, unemployment, and insecure labor will come up. The establishment of a sense of significance is said to begin in adolescence and last the rest of one's life. It is considered that the meaning of life is connected to the growth of a coherent sense of self. The belief that the universe is predictable and so manageable is essential to understanding the meaning of life. Similar to this, empirical results indicate that exposure to congruent stimuli and patterns improves people's judgements of the importance of life. The sense of significance and relevance in the workplace is of interest to organizational scholars. Since motivation at work, absenteeism, behavior at work, engagement, job satisfaction, empowerment, stress, organizational identification, career development, individual performance, and personal fulfillment are all significant findings in an organizational study, it stands to reason that the significance of work affects these findings as well. People who believe their work is important dedicate themselves without thinking about their personal lives since they may engage in work that they truly believe is valuable (Magdalena & Wirawan, 2023).

Literature Review

In today's contemporary era, a woman is not solely a homemaker. Presently, women's lives have vast opportunities to embark on a profession, and they have had the chance to be employed so that they are no longer engaged in household affairs (Hidayat, 2023). Today's women have begun to work in the public sector, where they are required to be employed. Equipped with the skills and education they presently possess; women have the bravery to work outside the residence. This creates a dual function that can be deemed as more than two functions for women who are employed as laborers on a daily basis. The function carried out by female laborers is that of being a mother to their children and a supportive spouse to their husband. In maintaining a balance between these functions, women find it challenging and encounter numerous obstacles (Achmad et al., 2022). A woman who is incapable of maintaining this balance will have an impact on her family and employment. One of these incapacities is the inability to regulate emotions, resulting in the venting of work-related issues into their personal life. Hence, there is a necessity for achieving a work-life equilibrium that can prevent the occurrence of these conflicts. In the professional field, there are numerous superiors who expect employees to work longer hours, and the workload assigned is also more substantial (Fanani, 2023). This makes it arduous to strike a balance between work and personal life. Work-life balance is what a person does to balance time and energy between work and personal life, regardless of the worker's family status. There are several factors that affect work-life balance. One of them is the totality of the work. Workers who have enthusiasm, are highly dedicated, and understand their work so that they feel satisfied will be shown in the totality of work in a workplace (Dliyaul Haq, 2023).

The Global Workforce Study (GWS) conducted a study to examine the level of totality of work of employees in Indonesia. It was mentioned that employees with elevated levels of work entirety were generally capable of managing the level of work pressure they encountered (Hidayat, 2023). Someone who possesses a high work entirety will certainly be valued by the company because their actions will have a beneficial effect on the company. Work entirety can be enhanced through a more optimistic supervisory communication style, providing mental health services in the workplace to employees, and implementing significant changes to an organization. The work entirety, as per previous researchers, comprises three facets: passion, commitment, and adaptability. Alongside work entirety, the significance of work is a factor that impacts work-life equilibrium (Cahill et al., 2015). The meaning of work is how individuals can understand how important and valuable their work is, so that a sense of responsibility arises for their personal lives (Sutagana et al., 2022). Each individual can give meaning to work for personal life, family, or where the individual works. If individuals can find the best meaning in their work, they will be able to carry out a sense of family economic responsibility and social activities in a healthy and dignified manner. Individuals can also balance their lives well and are able to deal with the various dynamics of life. Previous researcher stated that in terms of words, meaning has a positive connotation. Individuals tend to find positive meaning in their work even if they do not like it. Individuals who see work as meaningful sacrifice themselves without thinking about their personal lives because they can engage in work that they think is truly meaningful. There are seven components that make up the meaning of work: intercultural sense-making, authenticity, self-efficacy, self-esteem, purpose, and belonging (Pandiangan et al., 2022).

Methodology

The sample in this study consisted of employed females residing in capital cities, aged between 23 and 40, and who were married. Purposive sampling, a more focused non-probability sampling technique, is used by the author. Online data collection is done using Google Forms. A Likert scale that was given as a questionnaire served as the study's main tool. To gauge work-life balance, researchers used the Work Life Balance Scale (WLBS) created by Fisher et al. The Utrecht Work Engagement Scale (UWES), developed by Wilmar B. Schaufeli et al., is used to evaluate overall work. The concept of work is measured using metrics based on Rosso et al. Prior to analyzing the research data according to the hypothesized model, the author initially tested the construct validity of each research instrument used. To find out if each item accurately measures the intended construct, a validity test was done. The Confirmatory Factor Analysis (CFA) approach was used by the author to carry out the validity test. Due to the numerical nature of

the data, which are the outcomes of measurements and calculations, and to address the research issue of whether there is a substantial impact of total work variables and the meaning of work on work-life balance, the author used statistical methods. The authors in this instance employed several regression analysis techniques based on the hypothesis that was measured.

Case studies

Based on the descriptive analysis, it is known that the lowest score for work-life balance is 21.08 and the highest is 65.43. Furthermore, the lowest spirit score is 26.47, and the highest score is 65.56. Furthermore, the lowest dedication is 27.31, and the highest score is 63.10. The lowest solubility score was 25.97, and the highest score was 70.03. The lowest authenticity score is 25.74, and the highest score is 63.71. The lowest self-efficacy score was 20.24, and the highest score was 63.92. The lowest self-esteem score is 18.25, and the highest score is 63.46. The lowest ownership score is 17.34, and the highest score is 59.85. The lowest transcendence score is 6.85, and the highest score is 56.66. The minimum cultural and interpersonal sensemaking score was 38.22, while the maximum score was 75.35. Regarding work-life balance, 55% were classified as having a low level, while 45% were classified as having a high level. As for the spirit variable, 50.2% fell into the low category, while 49.8% fell into the high category. In terms of dedication, 61.2% were categorized as having a low level, and 38.8% were categorized as having a high level. The solubility variable affected 41.1% in the low category and 58.9% in the high category. In terms of the original variable, 62.7% were classified as having a low level, while 37.3% were classified as having a high level. For the self-efficacy variable, 66% fell into the low category. In terms of self-esteem, 60.3% were categorized as having a low level. As for the ownership variable, 46.4% fell into the low category, and 53.6% fell into the high category. In terms of transcendence, 32.5% were categorized as having a low level, while 67.5% were categorized as having a high level. In the cultural and interpersonal sensemaking variables, 51.7% were classified as having a low level, and 48.3% were classified as having a high level.

Hypothesis testing is conducted in multiple phases. In the initial stage, the compiler examines the extent of R^2 in order to determine the percentage of the dependent variable's variance that is accounted for by the independent variable, achieving an R square of 0.540, or 54%. In other words, 54% of the variation in work-life balance can be explained simultaneously by the totality of work (passion, commitment, and adaptability) and the meaning of work (genuineness, self-confidence, self-worth, belongingness, transcendence, culture, and interpersonal interpretation). The remaining 46% is influenced by other factors. In the next phase, the researchers examined the impact of all independent variables on work-life balance. The results of the F test indicate that the significance value is smaller ($p < 0.05$). Therefore, the null hypothesis, which suggests that all independent variables have a significant effect on the dependent variable, is accepted. This implies that the totality of work (enthusiasm, commitment, and adaptability) and the meaning of work (genuineness, self-confidence, self-worth, belongingness, transcendence, culture, and interpersonal interpretation) significantly influence work-life balance. The subsequent step is to examine the regression coefficients for each independent variable. To determine whether the resulting regression coefficient is significant or not, we only need to consider the significance value in the rightmost column (6th column). If $\text{sig} < 0.05$, then the resulting regression coefficient has a significant impact on work-life balance. Based on the aforementioned findings, the regression coefficients of commitment, genuineness, and self-confidence have a significant effect, while the remaining variables do not. This shows that only three of the nine minor hypotheses are significant.

The coefficient of regression had a value of 0.134, with a significance value of 0.063 ($p > 0.05$). Therefore, H_{01} , which claims that enthusiasm has a significant impact on work-life balance, is rejected. In other words, morale does not have a significant influence on work-life balance. The coefficient of regression had a value of 0.244, with a significance value of 0.005 ($p < 0.05$). Therefore, H_{02} , which suggests that dedication has a significant effect on work-life balance, is accepted. In other words, dedication has a significant influence on work-life balance. The coefficient of regression has a positive direction, meaning that as dedication increases, work-life balance also increases. The coefficient of regression had a value of 0.046, with a significance value of 0.365 ($p > 0.05$). Therefore, H_{03} , which argues that solubility has a significant impact on work-life balance, is rejected. In other words, solubility does not have a significant effect on work-life balance. The coefficient of regression had a value of 0.177, with a significance value of 0.046 ($p < 0.05$). Therefore, H_{04} , which asserts that authenticity has a significant influence on

work-life balance, is accepted. In other words, authenticity has a significant effect on work-life balance. The coefficient of regression has a positive direction, meaning that as authenticity increases, work-life balance also increases.

The regression coefficient had a value of 0.174, with a significance level of 0.025 ($p < 0.05$). Therefore, H05, which proposes that self-efficacy has a significant impact on work-life balance, is accepted. In other words, self-efficacy greatly affects work-life balance. The regression coefficient has a positive direction, meaning that as self-efficacy increases, so does work-life balance. The coefficient of regression had a value of 0.085, with a significance level of 0.221 ($p > 0.05$). Therefore, H06, which suggests that self-esteem has a significant impact on work-life balance, is rejected. In other words, self-esteem does not have a significant influence on work-life balance. The coefficient of regression had a value of 0.042, with a significance level of 0.494 ($p > 0.05$). Therefore, H07, which suggests that ownership has a significant impact on work-life balance, is rejected. In other words, ownership does not have a significant effect on work-life balance. The coefficient of regression had a value of 0.031, with a significance level of 0.595 ($p > 0.05$). Therefore, H08, which suggests that transcendence has a significant impact on work-life balance, is rejected. In other words, transcendence does not have a significant effect on work-life balance. The coefficient of regression is -0.033 with a significance level of 0.504 ($p > 0.05$). Therefore, H09, which suggests that culture and interpersonal sensemaking have a significant influence on work-life balance, is rejected. In other words, culture and interpersonal sensemaking do not have a significant effect on work-life balance.

The morale variable accounts for 33.8% of the variation in work-life balance. This contribution is statistically important because the significant F Change value is 0.000 ($p < 0.05$). The dedication variable explains 12.8% of the fluctuation in work-life balance. This contribution is statistically significant because the significant F Change value is 0.000 ($p < 0.05$). The flexibility variable explains 0.2% of the fluctuation in work-life balance. This contribution is not statistically significant because the significant F Change value is 0.342 ($p > 0.05$). The innovation variable explains 4.8% of the fluctuation in work-life balance. This contribution is statistically significant because the significant F Change value is 0.000 ($p < 0.05$). The self-assurance variable contributed 1.7% to the fluctuation in work-life balance. This contribution is statistically significant because the significant F Change value is 0.007 ($p < 0.05$). The self-esteem variable explains 0.3% of the fluctuation in work-life balance. This contribution is not statistically significant because the significant F Change value is 0.233 ($p > 0.05$). The ownership variable explains 0.2% of the fluctuation in work-life balance. This contribution is not statistically significant because the significant F Change value is 0.340 ($p > 0.05$). The spirituality variable explains 0.1% of the fluctuation in work-life balance. This contribution is not statistically significant because the significant F Change value is 0.609 ($p > 0.05$). Cultural and social interpretation variables explain 0.1% of the fluctuation in work-life balance. This contribution is not statistically significant because the significant F Change value is 0.504 ($p > 0.05$). Therefore, it can be concluded that there are nine independent variables: enthusiasm, commitment, adaptability, creativity, self-confidence, self-worth, possession, spirituality, and social culture. Contributions that have a significant influence are enthusiasm, dedication, authenticity, and self-efficacy.

Conclusion

Both the general nature of the task (enthusiasm, dedication, and solubility) and the meaning of the labor (authenticity, self-efficacy, self-esteem, belonging, transcendence, culture, and interpersonal sensemaking) have a substantial impact on task-life balancing characteristics. The only three variables that significantly impacted work-life balance were commitment, authenticity, and self-efficacy, according to the minor hypothesis testing, which evaluated the significance of each regression coefficient on the dependent variable. In addition, when viewed based on the proportion of variance of each variable, there are four significant variables, namely enthusiasm, dedication, originality, and self-efficacy towards work-life balance. According to several reviews of the literature used, this research has advantages and disadvantages. The advantage is that so many references are used that you can build more logic. However, there are drawbacks to this study, namely that there are no limitations on the research area used in the data collection process, which makes this research so broad that there are no boundaries. However, this does not doubt the existing theory. In addition, there is also one dimension that is dropped, namely the objective dimension of the variable meaning of work, so that this research is not optimal. In this study, the variables or factors used are the totality of work and the meaning of work. It is strongly advised that more studies

employ other elements, such as individual factors, organizational factors, societal factors, and other factors because the results of this study show that 54% of these aspects affect work-life balance. In this study, 300 married millennial female workers served as the sample. It is advised to conduct additional study to collect more samples so that the findings more accurately reflect the actual circumstances. The authors propose that these factors can be utilized as references for subsequent research because, in this study, three dimensions dedication, authenticity, and self-efficacy significantly influence work-life balance.

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