

Work Life Balance Analysis at PT Bentan Sondong Tanjungpinang

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Abstract

The purpose of this study is to determine the Work-Life Balance at PT Bentan Sondong Tanjungpinang. By using 3 indicators namely time balance, engagement balance, and satisfaction balance. The method used in this study is qualitative descriptive with the subject of the study, namely 7 employees of PT. Bentan Sondong Tanjungpinang who is married. The data analysis methods used in this study are qualitative data analysis, data reduction, data presentation, and conclusions. As well as the type of data used, namely primary data and secondary data. With credibility tests that include engineering triangulation and source triangulation. The conclusion of this study shows that the Work-Life Balance at PT Bentan Sondong Tanjungpinang is said to be unbalanced because two indicators have not been met, where employees still have difficulty in balancing work time with their personal lives. Employees feel a lack of time to be with family and do other activities because the working hours are long enough so that there is very little for employees to interact or chat with their families and employees who are not comfortable with the atmosphere of their work environment which makes them not concentrate on work.

Keywords: Work Life Balance

1. INTRODUCTION

The success of the company can be seen from the work that has been achieved by its employees, therefore the company demands that its employees be able to display optimal performance because the good and bad performance achieved by employees will affect the overall success of the company. In addition to company goals that must be achieved, the needs of each employee also need to be known and considered so that employee goals can be well integrated between company goals and employees' personal goals. Employees are not only required to be able to work well but they also have a life outside of work that must be considered such as family, social community, study, and other commitments known as work-life balance (yuki, 2021).

A good work-life balance will result in high morale, and a sense of full responsibility, both at work and in personal life (Minarika et al., 2020). Many companies provide family-friendly benefits programs with the aim that employees have a balance between work and personal life, such as activities outside the company, division of work, flexible working hours, and so on (Muliawati & Frianto, 2020).

In this study, the author took the object of research, namely PT. Bentan Sondong Tanjungpinang, which is located at Jl. Sumatera Gg. Swadaya V No. 234 Tanjungpinang City Regency. PT. Bentan Sondong is a construction planning company in the form of a PT established in Tanjungpinang in 1999 with the intention to be able to participate in various development activities. PT Bentan Sondong is one of the consulting services companies that participates in development within the central government or local government supported by experienced experts in their respective fields. And supported by potential young experts.

It is known that the working hours of employees at PT Bentan Sondong Tanjungpinang are Monday to Saturday with working hours starting from 08.00 WIB to 17.00 WIB, then Sunday is a holiday for all employees. But in addition to these working hours, some employees also bring office work to continue their work at home, then there are working overtime hours until 22.00 WIB and sometimes until morning.

Based on these working hours, several problems were found at PT. Bentan Sondong Tanjungpinang, namely employees find it difficult to divide work time with their personal lives. Employees feel a lack of time to carry out activities at home or outside the company, then lack of rest time for employees causing various kinds of health problems in employees such as frequent headaches, back pain, eye strain, etc.

In addition to affecting physical health, too often working overtime also has a major effect on employee productivity. In the long run, employees who overtime too often will more often feel weak and unproductive. This sometimes encourages employees to be allowed not to work and increases employee absenteeism. this can be seen in the attendance rate of PT. Bentan Sondong Tanjungpinang in 2021 where the highest sick attendance data was in July, which was 11 people. Then the highest permit attendance rate was in April at 7 people, the highest late attendance rate was in March at 15 people, and the highest alpha attendance rate was in May at 20 people. With the level of absenteeism that is not optimal, be it sick, permission or late resulting in reduced working hours. This high absenteeism rate in employees means that the level of employee work discipline is very low, which will cause a decrease in company performance and employee performance.

It can be concluded that working hours at PT Bentan Sondong Tanjungpinang are very long or long, causing the absenteeism rate to increase and the quality of life of employees to decrease. Employees will lack time

for their social life and interacting with others. Employees will also have limited time to refresh to restore work passion. In addition, of course, the most obvious impact is the decline in employee health levels.

Overtime employees do need to be done with a note, overtime must be done in accordance with applicable rules and with proper procedures. In addition, companies and HR departments also need to carry out in-depth research on employee work capacity, so that overtime can run effectively and benefit both parties. Indonesia regulates the employment of its citizens through laws, one of which is the regulation of working hours. The rules of working hours are closely related to the rights and obligations of employees. Each industry has different working hours rules, but these rules must still refer to and not violate the provisions of the Law.

2. RESEARCH METHODS

The type of research carried out is qualitative research. The type of data used is primary data and secondary data. For data collection using interviews, observation, and documentation. The population in this study was 38 PT. Bentan Sondong Tanjung Pinang used purpose sampling techniques so that the sample in this study was 7 people consisting of 1 director as a key informant and 6 married employees. The data analysis technique in this study uses componential analysis, namely by looking for specific characteristics in each internal structure by contrasting between elements, carried out through observation and interviews with contrasting questions. To test the validity of the data in this study, the researchers used triangulation. This study used triangulation techniques and source triangulation.

3. RESULT AND DISCUSSION

Work-life balance is an activity carried out by individuals as an effort to achieve a balance of time, behavior, tension, and energy at work and other activities outside the work environment in which there is individual behavior, can cause personal conflicts or will depart as a source of energy for oneself (Anggraeni & Mulyana, 2020) work-life balance as the level of satisfaction that individuals feel when they can function at work and at home with a minimum of role conflict (Rene & Wahyuni, 2018).

From the results of interviews that have been submitted in the results of the study, to find out how the work-life balance at PT. Bentan Sondong Tanjungpinang, then researchers use McDonald et al. indicators,, (Tumbel, 2017) which consist of time balance, engagement balance, and satisfaction balance. These three indicators are a reference or guideline for researchers' questions to find out the work-life balance at PT. Bentan Sondong Tanjungpinang. From each work-life balance indicator in the time balance indicator, employees feel that they have not been able to divide time between work and other personal activities because of long working hours. This is supported by observations by researchers on June 16, 2022, at 08.30 WIB, it was seen that there were several employees who were late for work. Some come at 8:30 a.m., then some come at 9:00 a.m. Then at 12.00 WIB, there were several employees who during the noon break picked up children to school.

Then on the Engagement Balance indicator, employees feel uncomfortable with the atmosphere of their work environment which makes them not concentrate on work. This is supported by the observations of researchers on June 16, 2022, at 09.00 WIB, it was seen that there were some employees who were sleepy during working hours, so there was a lack of concentration of these employees at work. Furthermore, on the Satisfaction Balance indicator, employees feel comfortable and satisfied with their work. This is supported by the statement of the Director of PT. Bentan Sondong Tanjungpinang said that the average working period of employees at PT. This Sondong Bentan has exceeded 5 years and above.

From the results of all work-life balance indicators, it is known that the work-life balance at PT. Bentan Sondong Tanjungpinang is unbalanced or unfulfilled because of two indicators that have not been met, namely the balance of time and the balance of engagement. Employees still struggle to balance time between work and personal life. Employees feel a lack of time to be with family and do other activities because the working hours are long enough so it is very minimal for employees to interact or chat with their families. Then employees who are not comfortable with the atmosphere of their work environment which makes them not concentrate on work.

4. CONCLUSION

Based on the results of data processing and the final findings of this study, researchers have concluded that the work-life balance at PT. Bentan Sondong Tanjungpinang is not balanced because in this study two indicators of work-life balance have not been met, namely the indicator of time balance and the balance of engagement. Time balance means that someone who works must be able to manage time between work and personal life. This is shown by almost all informants who have not been able to divide time between work and personal life. Then the indicator of balance of involvement means the level of psychological involvement and commitment of a person in his work and outside his work. This is shown by all employees feeling uncomfortable with the atmosphere of the work environment which makes them not concentrate on work. The factors that affect work-life balance encountered in this study are job characteristics which include work patterns, workload, and amount of time used, then family characteristics and attitudes.

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