

THE EFFECT OF WORKPLACE WELL-BEING ON WORK-FAMILY BALANCE ON FEMALE LECTURER

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Received : 22 Augustus 2022

Accepted : 1 September 2022

Published : 30 October 2022

DOI 10.22373/psikoislamedia.v7i2.14826

Abstract

Work-family balance is an important aspect that must be possessed by a teaching staff, including female lecturers. One of the factors that can affect *work-family balance* is the *workplace well-being*. The purpose of this study was to determine the effect of *workplace well-being* on *work-family balance* for female lecturers at UIN Ar-Raniry Banda Aceh. This study uses a quantitative approach with the regression method. The research instrument used is the *work-family balance scale* which is based on the theory of Greenhaus, Collins and Shaw (2003) and the *workplace . scale well-being* compiled based on the theory of Paschoal and Tamayo (2008). The population in this study were 186 female lecturers with a research sample of 121 people who were selected based on *simple random sampling technique*. Data analysis used a simple linear regression technique which showed the value of $R = 0.392$ with a significance value of 0.000 ($p < 0.05$). This shows that there is a very significant positive influence between the *workplace well-being* on *work-family balance* for female lecturers at UIN Ar-Raniry Banda Aceh.

Keywords : *Workplace Well-Being , Work-Family Balance , Female Lecturer*

Introduction

The development of the world of work is currently rapidly growing. The growth of the workforce also increased, including the female professional workforce. According to the Central Statistics Agency (BPS) 2021, 49,99% of women became professional's workers. This percentage increased by 2,52% from 2020, which was 48,76%. Compared with the last ten years, there has been a big enhancement in female professional workers, as seen from the percentage of the previous year 45,75% (Mahdi, 2022). One of the labor growth that continues to increase is the sector education height, where woman Becomes

powerful and work professionally as a lecturer. The female lecturer's position at college is that they are professional educators and scientists who carry out their duties and responsibilities including education, research, and community service. Apart from carrying out their primary tasks, female lecturers also carry out administrative activities (additional tasks). Married female lecturers even carry double the responsibility as lecturers and housewives. This condition is not simple for female lecturers to face. At the same time, they deal with the dual role of being a workforce and taking care of the household, so the challenge becomes bigger in achieving a work-family balance (Nita, 2020; Wicka, 2021).

Work-family balance is the extent to which individuals have similarities in engagement and satisfaction with their roles in family and work. When a woman can carry out her responsibilities in the family and at the same time is optimal in carrying out her career, they feel satisfied. It means that they have achieved a work-family balance or a balance between carrying out their roles in family and work (Greenhaus, Collins & Shaw, 2003). In addition, *work-family balance* also refers to the extent to which an individual can synchronously balance the temporal, emotional, and behavioral demands of paid work and family responsibilities, where positive work-related experiences can improve the quality of family life and vice versa (Jain & Nair, 2013; Sirgy & Lee, 2018).

The challenge of achieving *work-family balance* is an important topic to discuss. The topic of discussion including professional staff like female lecturers because the success of any organization in achieving the desired target is highly dependent on the ability of the workforce, one of which is maintaining a balance between work and family. The results of the *work-family balance* imbalance will generally lead to an increase in high absenteeism, unfinished work, low productivity, poorer quality of work, and feelings of pressure and stress. This condition will lead to depression and other health conditions and poor mental health if not taken seriously (Bharathi, Radha, & Murugan, 2020; Seligman, 2011; Xiaoxi, Yu, Chenxi, & Herederos, 2017).

Facts often do not match expectations. Research results conducted by Job-street in 2014 found that 85% of the total 17,623 correspondents involved in this survey admitted that they did not have a *work-life balance*. They had difficulty balancing their personal and work lives. Even 62% of employees admitted that they have trouble sleeping or insomnia because they are still thinking about work when they come home. Several studies have found that companies that encourage employees to have a good work-life balance will afford to earn 20% more income per year than companies that do not encourage *work-life balance* (Nova & Athiyah, 2022). The results of another survey conducted on

1,500 respondents showed that 70% of respondents stated they did not have a balance between work and personal life with their families (Lockwood, 2003). Based on these conditions, some efforts need to apply to improve female lecturers' *work-life balance* to carry out better lives.

One of the factors that affect *work-family balance* is *workplace well-being* or well-being at work (Leslie, Manchester, Park, & Mehng, 2012). The concept of well-being at work is an application component of subjective well-being in the work environment. The welfare of the workplace has an impact on the welfare of employees. it is a key factor to determine long-term sustainability in an organization. Workplace welfare is a sense of well-being obtained from work related to the feelings of workers in general (*core affect*) and the intrinsic and extrinsic values of the work itself (*work values*) (Aryanti, Sari, & Widiana, 2020). Some forms of welfare in the workplace needed by employees are flexibility and autonomy in carrying out their work. The existence of flexibility in the workplace will increase employee autonomy in completing work, such as *telecommuting*, working from anywhere, working in a way that suits the worker's condition, and even bringing work home to be done at home while taking care of and caring for family members (Bharathi et al., 2020 ; Nidhi, Nandi, Segan, Awasthi, & Janardhanan, 2021). *Workplace well-being* felt by employees in the workplace will help them feel comfortable in carrying out their work, as well as the certainty of working conditions that support the situation they are experiencing. This certainty meant carrying out a dual role as a worker who must work optimally for the institution or institution, and they also have to take care of the family. The quality of *the workplace well-being* felt by the workers will help them make the right decisions for their work and also assume the responsibilities of other roles outside of the work they have to do. Based on the previous explanation, it is necessary to know further the influence of *workplace well-being* and *work-family balance* on a female lecturer at UIN Ar-Raniry Banda Aceh.

Methods

This study used a quantitative research approach with the type of regression research, namely the model used to know the influence from some variable to another variable. This study used a simple linear regression method. In regression analysis, something influenced the variable called *the independent variable*, while the affected variable is called *the dependent variable*. It looks at the effect of one variable free with one variable related. Simple regression could know how much change from an independent variable could influence the dependent variable (Ghozali, 2016). The population in this

c study were female lecturers at Ar-Raniry State Islamic University Banda Aceh, amounting to 186 people. The sampling technique used is *simple random sampling*, which states that *simple random sampling* is a random sample selection in which every individual in the population has the same possibility to select. The sample in this study amounted to 121 people.

The validity test in this study uses content validity. Content validity is the validity estimated and quantified by testing the contents of the scale through expert judgment to see whether each item reflects the behavioral characteristics you want to measure (Azwar, 2012) . In this study, expert judgment reviews was conducted by four lecturers from the Psychology Study Program, Faculty of Psychology UIN Ar-Raniry Banda Aceh. Computational results of the Content Validity Ratio (CVR) of all items on both scales in this study show a value above zero (0), so all items are essential and declared valid. The validity test in this study uses content validity. Content validity is the validity estimated and quantified by testing the contents of the scale through expert judgment to see whether each item reflects the behavioral characteristics you want to measure (Azwar, 2012). In this study, content validity data was conducted from four lecturers from the Psychology Study Program, Faculty of Psychology UIN Ar-Raniry Banda Aceh qua expert judgment reviewers. Computational results of the Content Validity Ratio (CVR) of all items on both scales in this study show a value above zero (0), so all items are essential and declared valid.

An item discriminatory power test has been conducted where an item differential power test done to determine the extent to which the items on the scale can distinguish between individuals and groups of individuals who have and do not have the attributes measured (Azwar, 2012). Testing the discriminatory power of an item is done by calculating the correlation coefficient between the distribution of item scores and the distribution of scores on the scale itself. The correlation coefficient scores for all items on the work-family balance scale and the workplace well-being scale show a rix value of > 0.03 .

A reliability test executed to find the extent of the measurement results using the same object will produce the same data (Sugiyono, 2017). Researchers used a reliability test with the Alpha-Cronbach method to determine the reliability of the two scales. Cronbach's alpha test can determine whether a variable is reliable if its value is more than 0,60 (Ghozali, 2016). The results of the reliability test of the work-family balance scale obtained an alpha value of 0,89. It means that the reliability of the work-family balance scale was high. The results of the reliability test on the workplace well-being scale

obtained an alpha value of 0,82 which means that the reliability of the workplace well-being scale is high.

The statistical analysis method used to test the hypothesis in this study is simple linear regression analysis with the help of the SPSS version 23.0 for the Windows program. If the results of the hypothesis test obtained a significance value of less than 0,05 ($p < 0,05$) then the independent variable is proven to influence the related variable (the dependent variable).

Result

The assumption tests were carried out before carrying out the hypothesis test. The assumption tests conducting such tests for normality, linearity, autocorrelation, and heteroscedasticity. If all of these assumption tests meet the requirement, then hypothesis testing can be continued using a simple linear regression method with the help of the SPSS version 23.0 for the Windows program.

Normality Test

The normality test was conducted to discover whether the research sample was taken from a normally distributed population so obtained whether the distribution of the research data was normal or not. The normality test used was the Skewness & Kurtosis test, which states that the data was distributed normally if $-2 < \text{Skewness} \ \& \ \text{Kurtosis} < 2$ (Agusyana, Yus, & Islandsript, 2011) .

Table 1.
[Skewness & kurtosis normality test results for workplace well-being]

Variable		Statistics	Standard Error
Workplace Well-Being	Skewness	-0.085	0.220
	kurtosis	-0.101	0.437

Based on the table 1. it was discovered that the Skewness & Kurtosis variable workplace well-being is $-2 < -0,085 \ \& \ -0,101 < 2$, which means that the data is distributed normally. The normality test for the work-family balance variable can see in table 2.

Table 2.
[Skewness & kurtosis normality test results for work-family balance]

Variable		Statistics	Standard Error
Work-Family Balance	Skewness	-0.345	0.220

kurtosis	0.274	0.437
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Based on the table above, it is known that the Skewness & Kurtosis value of the work-family balance variable is $-2 < -0,345$ & $0,274 < 2$, it can be concluded that the data is normally distributed.

Linearity Test

The linearity test aims to determine whether the two variables significantly have a linear effect or not. In this study, a linearity test was conducted to see whether two variables, namely workplace well-being and work-family balance, fulfilled the assumption of a linear line.

Table 3.
[Linearity test results for work-family balance and workplace well-being]

			F	Sig.
Work-Family Balance *	Between Groups	(Combined)	1,671	0.060
Workplace Well-Being		linearity	20,181	0.000
		Deviation from Linearity	0.514	0.935

From the linearity test values in the table above, a deviation from the linearity significance value of 0,935 ($p > 0,05$) was obtained, which means that the workplace well-being and work-family balance variables have a linear relationship.

Autocorrelation Test

The autocorrelation test was used to examine whether there is a correlation between the residuals in period t and the residuals in the previous period (t-1) regression model. A good regression model has no autocorrelation problems. The test method uses the Durbin-Watson test with a DW value between 1 and 3 ($1 < DW < 3$). The results of the autocorrelation test can be seen in table 4.

Table 4.
[Autocorrelation test results work-family balance and workplace well-being]

Model	Std. Error of the Estimate	Durbin-Watson
1	7.85531	2,051

Table 4 shows that there is no autocorrelation because the statistical value of the Durbin-Watson test is 2,051, which is still within the range of fulfilling the assumptions ($1 < DW < 3$), thus fulfilling the assumption autocorrelation test.

Heteroscedasticity Test

The heteroscedasticity test discover the residual inequality of variance from one observation to another in the regression model. The results of the heteroscedasticity test can be seen graphically in the scatterplot Figure 1.

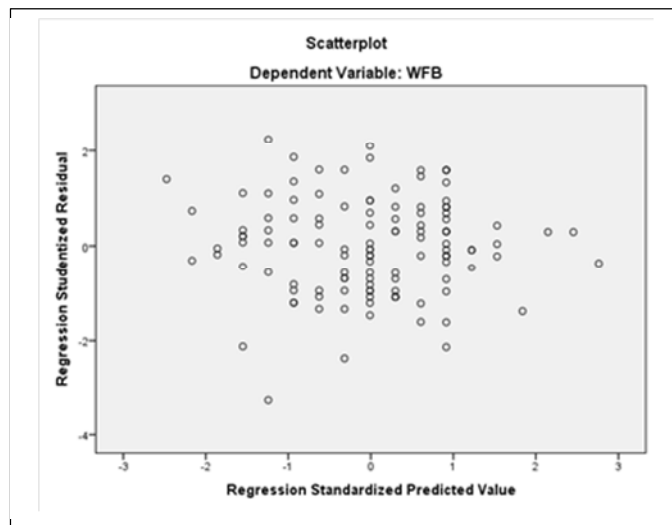


Figure 1. [Scatterplot Graph Work-Family Balance and workplace well-being]

The Scatterplot graph showed that the points spread randomly or do not form a clear pattern and are spread both above and below the number 0 on the Y-axis. It can concluded that in this regression there is no heteroscedasticity problem.

Hypothesis Test Results

To test the research hypothesis "There is an effect of workplace well-being on work-family balance" can be proven by looking at the significant value in the following table.

Table 6 .
[Results of hypothesis testing the effect of work-family balance on workplace well-being]

ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
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c						
1	Regression	1332,341	1	1332,341	21,592	0.000 ^b
	Residual	7342,998	119	61,706		
	Total	8675,339	120			

a. Dependent Variable: WFB

b. Predictors: (Constant), WWB

The table found a significance value of $p = 0.00$ ($p < 0.05$) obtained. It indicated a very significant influence between workplace well-being and work-family balance. The conclusion was that the research hypothesis was accepted. In addition, the effect of workplace well-being and work-family balance can see using simple linear regression testing. Data analysis results of the workplace well-being and work-family balance regression tests show in the following table.

Table 5 .

[The results of the regression test on the effect of work-family balance on workplace well-being]

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.392 ^a	0.154	0.146	7,85531

a. Predictors: (Constant), WWB

Based on the results of the data analysis found regression coefficient between workplace well-being and work-family balance obtained an R-calculated value of 0,392 and was classified as weak ($R < 0,5$). The correlation value is positive, and the relationship pattern between workplace well-being and work-family balance is unidirectional. It means that the better the perceived quality of workplace well-being, the higher the work-family balance ability of female lecturers at UIN Ar-Raniry Banda Aceh.

The coefficient of determination (adjusted r^2) shows a value of 0,146 or 14,6%. It means the workplace well-being variable contributed effectively to the work-family balance variable by 14,6%. The remaining 85,4% were affected by another factor than workplace well-being.

Discussion

This research aimed to determine the effect of workplace well-being on the work-family balance among female lecturers at UIN Ar-Raniry Banda Aceh. The statistical analysis indicated that the hypothesis in this study is accepted. The R-value of 0,392 with a significance level of $p = 0,000$ ($p < 0,05$) imply a highly significant positive effect between workplace well-being on work-family balance in female lecturers at UIN Ar-Raniry Banda Aceh. It means that the better the perceived quality of

c workplace well-being, the higher the work-family-balance perceived by female lecturers at UIN Ar-Raniry Banda Aceh.

This is following the results of several previous studies related to work-family balance. Previous studies have shown that the balance between work-family will affect individual performance. The balance can be in terms of policies such as flexible working hours (flexi-time), sabbaticals, and flexible work locations (Flexi-place). When employees feel a balance at work mediated by employee welfare resulting from work-family balance policies, employees will work more optimally (Medina-Garrido, Biedma-Ferrer, & Ramos-Rodríguez, 2017) .

Work-life balance has developed as an important issue discussed in human resources (HR) management. Other research also shows that conflict in managing work-life balance affects the quality of employees' work-life balance. This conflict, among others, stems from a lack of quality workplace well-being as if limited resources, stress at work, poor relationships with colleagues, and other factors. Organizational initiatives promoting employees' health and well-being, including fun activities and family-friendly activities, counseling, periodic breaks, trust, and confidentiality, will go a long way toward promoting a family-friendly work-life balance. Employee health and welfare (workplace well-being) policy initiatives initiated by organizations can promote a satisfying work-life balance. Some initiatives organizations can undertake like creating group company health plans, employee assistance programs (EAP), gym memberships, flexible work arrangements, wellness strategies, and workplace equity. Organizations need to regulate policies and practices at work, corporate social responsibility, and other human resource management practices to support work-life balance. This policy can be implemented by focusing on efforts to improve the health and welfare of employees in the workplace (workplace well-being) and help employees maintain their work-family balance (Cvenkel, 2021).

Organizations necessary redesign the work approach by integrating technological innovations into their daily practices. The core of this approach require the employees to organize their work flexibly. Employees expected to decide for themselves when they work, where they work, and with what communication tools/media their job. Such as flexible work designs, also referred to as “New Ways of Working” (NWW), have so far been appreciated, as they will lead to more efficient and cost-effective work processes. However, a little familiarity about how NWW affects employees and their families, including the possible pitfalls and opportunities of the NWW can help employees use the NWW in a

way that allows them to combine work and nonwork responsibilities optimally (Demerouti, Derks, Brummelhuis, & Bakker, 2014) .

In addition, efforts to balance work-life and family (work-family balance) are irrelevant without considering workplace well-being. It is impossible for someone able to strive for a work-family balance if the work environment is static and hinders one's efforts to balance between demands work and family demands (Gagnano, Simbula, & Miglioretti, 2020). The research results show that many complain of long and inflexible working hours, giving them little time to spend with family and friends or on personal matters. For some people, uncomfortable conditions at work (workplace well-being) cause stress and worry about their work which can seep into their home life, eventually resulting in moodiness and difficulty in carrying out work optimally. The opportunity for fewer and more flexible working hours and the chance to work flexibly from the office or home will also have a better balance impact for employees compared to those who work with no flexibility in times and places. Increasing personal time motivates them to work more optimally wherever they are. It means that there are real benefits from the opportunity to manage work time and workplace personally on the quality of better psychological well-being at work (workplace well-being) has an impact on the ability of employees' work-family balance *abilities* (Sharkey, 2019) .

Conclusion And Suggestion

The results of this study indicated a very significant positive effect of workplace well-being on work-family balance on female lecturers at UIN Ar-Raniry Banda Aceh. It means that the perceived quality of workplace well-being at a high level will also increase the work-family balance efforts of female lecturers at UIN Ar-Raniry Banda Aceh.

The recommendation for the institution is to create a good, positive, and conducive working atmosphere, working conditions, and work environment so that employees can feel good quality workplace well-being as well. When female lecturers perceive the healthy and positive quality of workplace well-being, it will also affect their ability to balance work responsibilities and their responsibilities towards the family (work-family balance). When female lecturers can equalize between work and family, they will be able to do their job optimally as female lecturers to achieve the best performance. Optimal performance and the best performance shown by female lecturers will also impact positively to UIN Ar-Raniry Banda Aceh institutions.

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