

The Influence of Work-Life Balance and Work Environment on Employee Job Satisfaction (Case Study at SEA Today Company)

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Abstract.

Employees are a very important part of the company's sustainability. In maintaining employee performance so that it remains productive, it is necessary to pay attention to employee job satisfaction. An employee's job satisfaction in an organization cannot be separated from the work environment and work-life balance. This research aims to determine the influence of Work-Life Balance and Work Environment on Employee Job Satisfaction (Case Study at SEA Today Company). The method used in this research is a survey method with a quantitative approach. The sampling technique used was saturated sampling. Research data processing uses the SPSS version 27 application. The population of this study was all 57 employees of SEA Today's operational division. The results of this research show that work-life balance and the work environment have a positive and significant effect on job satisfaction, with a significant difference in the *r*-value of 5% and a higher Cronbach's Alpha value. These results show that improving work-life balance and the work environment can increase employee job satisfaction. The results of the hypothesis simultaneously conclude that work-life balance and the work environment have a positive and significant effect on employee job satisfaction at the SEA Today company.

Keywords: Work-Life Balance, Work Environment, Job Satisfaction

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1. Introduction

Employees are a very important part of the company's sustainability. In order to achieve a goal within the company, capable Human Resources are needed and can carry out the tasks assigned by the company. Efforts are made to maintain employee productivity, one

of which is by ensuring their job satisfaction. When employees feel satisfaction in carrying out their duties, they will be committed to giving maximum effort and utilizing all their abilities to complete the job well.

Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal (Hasibuan, 2016). Human resource management is the process of acquiring, training, appraising, and compensating employees, paying attention to their labor relations, health and safety, and fairness issues (Dessler, 2019).

Companies must consider the balance between life inside work and outside work to ensure work productivity is maintained by creating policies that pay attention to employee needs. Data from Jobstreet by SEEK, which is a leading job search platform, found that workers in Southeast Asia are actively looking for new jobs. The main motivations for looking for a new job include the search for a more interesting position and a higher career path, lack of career development opportunities at work, and dissatisfaction with the salary compensation and benefits received. In addition, the labor market in Indonesia is very competitive, where workers receive job offers several times a year from various fields. In Indonesia, the balance between life inside work and outside work (work-life balance) is the main factor considered in choosing a job, with career path opportunities being a very important attribute. Despite the risk of recession, job seekers in Indonesia remain confident in their ability to seek out new and attractive career opportunities (Ren, 2023).

Companies must be aware of the importance of developing work programs that pay attention to the balance between professional and personal life, thereby enabling employees to achieve success in work and personal life. Companies that pay attention to work-life balance in their employees will create opportunities for employees to spend time with family, friends, themselves, and hobbies so that employees will be satisfied with their work at the company.

Work-life balance is a balance of responsibilities and roles between personal life and work that go hand in hand without sacrificing or prioritizing one side of life (Rodríguez-Modroño & López-Igual, 2021). The greater the level of balance in work and personal life of an employee, the greater the employee's commitment and also the level of employee satisfaction with their work (Pathak & Dubey, 2019).

Research at PT Hasjrat Abadi Kotamobagu suggests that work-life balance does not have a significant effect on job satisfaction (Endeka et al., 2020). This research concludes that high or low work-life balance will not affect job satisfaction. PT Tirta Investama (Danone) Aqua Airmadidi's research states that work-life balance does not have a significant influence on job satisfaction because motivation is still not optimal in balancing work and personal life, namely balance in terms of time, balance in terms of involvement and balance in terms of satisfaction run by employees (Lumunon et al., 2019). Research on employees domiciled in Depok City shows that work-life balance simultaneously has a significant influence on job satisfaction because if employees have implemented the work-life balance system well then they will be satisfied with their work (Murwida, 2021). Research on start-up companies in Jakarta shows that work-life balance has a significant effect on job satisfaction among

millennial employees because work can make an employee feel happy and satisfied with their life by increasing their motivation at work (Pratama & Setiadi, 2021).

Employee performance and employee job satisfaction are of course influenced by the work environment both directly and indirectly. The work environment is the atmosphere of conditions that exist in the workplace which can take the form of workspace and layout, facilities and infrastructure, and working relationships with co-workers (Kasmir, 2019). The work environment must be able to create a sense of security and peace for employees while they are at the company so that employees feel satisfied (Fandianto, 2021).

Job satisfaction is a feeling of full emotions, both pleasant and unpleasant, when employees view work (Handoko, 2018). Apart from that, job satisfaction focuses on individual actions in their work, but each individual's satisfaction must have different levels (Sutrisno, 2016).

The results of research conducted at PT Telkom Division Telkom Regional III West Java show that the work environment has a positive and significant effect on job satisfaction (Aliya & Saragih, 2020). The work environment also creates a very important contribution in completing the work given to employees because creating a pleasant and comfortable work environment will have a positive influence on employee job satisfaction. An adequate work environment is expected to be able to create work motivation so that employee productivity and work performance increase. Research at PT X, which operates in the F&B sector, states that the work environment influences job satisfaction because employees feel safe and comfortable, a good or adequate environment can increase job satisfaction for employees so that they can carry out their obligations optimally and increase work productivity (Pitoyo & Handayani, 2022).

A subsidiary of PT Metra Digital Media, namely SEA Today, which operates in the media and digital sector, stated that the work environment is very important and influences employee job satisfaction because this company always prioritizes employee comfort while working. In this way, employee productivity and work results will increase optimally. The condition of work-life balance for SEA Today company employees, spend almost 24 hours at the company working. Meanwhile, there is still not enough time for personal life and it is not balanced. The non-physical work environment factors at SEA Today are better, but the physical work environment is still lacking, such as working conditions, incomplete work equipment, and a lack of other work support facilities. Thus, employee job satisfaction is still unstable and some employees are still not satisfied with their work. SEA Today implements work-life balance by providing facilities in the work environment, such as a prayer room for Muslim employees to perform their prayers, a pantry and bedroom for employees to relax when employees feel bored and rest, as well as providing lunch for employees.

From the description of the background and Research Gap that has been discussed in the existing research results, after consideration, it is necessary to carry out research by raising the topic of "The Influence of Work-Life Balance and Work Environment on Employee Job Satisfaction (Case Study at SEA Today Company)".

2. Research Method

This research discusses the problems that occur regarding the influence of work-life balance and the work environment on employee performance at the SEA Today company.

The method used in this research is a survey method with a quantitative approach. The purpose of survey research is to provide a detailed description of the background, characteristics, and unique characteristics of a case or event of a general nature (Sugiyono, 2017). The data collection process in the survey was carried out using a questionnaire method (list of questions). The questionnaire method is data from questions that are arranged systematically and then sent to respondents to be filled in the questionnaire that has been filled out by the respondent is returned to the researcher or other survey officer (Sanusi, 2017).

In this research, the author used the Nonprobability Sampling method using a saturated sampling technique. Nonprobability sampling is a sampling technique that does not provide an equal chance or opportunity for each element or member of the population to be selected as a sample (Sugiyono, 2018). Saturated sampling is a sampling technique in which all members of the population are sampled (Tarjo, 2019). If the population is less than 100 people, then the total number of samples is taken, but if the population is greater than 100 people, then 10-15% or 20-25% of the population is taken (Arikunto, 2015).

At the SEA Today company, the population is no greater than 100 respondents, so the author took 100% of the employee population at the company, namely 57 respondents. In this way, the entire population is used without having to draw a research sample as a unit of respondents. Data processing in this research used the SPSS version 27 for Windows application. Testing of the validity and reliability of the questionnaire was carried out on 57 SEA Today employees. The data analysis technique in this research was carried out using classical assumption testing and hypothesis testing. Classic assumption tests include normality tests using Kolmogorov Smirnov (K-S) with unstandardized residuals, multicollinearity tests, and heteroscedasticity tests. Hypothesis testing includes multiple linear regression analysis, a T-test using the partial t formula, an F-test, and an analysis of the coefficient of determination (R²).

3. Results and Discussion

3.1. Results

The respondents in this research were employees of the SEA Today company. The results of distributing the questionnaire were 57 respondents. Data collection was carried out by distributing questionnaires online using Google Forms to respondents. Based on the collection of questionnaire data from respondents, namely 57 respondents, testing will be carried out using the SPSS version 27 (Statistical Program and Service Solution) application. Obtained characteristics of respondents consisting of gender, age, and latest education. The following are the results of each respondent's characteristics:

Characteristics of Respondents Based on Gender

To find out the gender of SEA Today company employees, the distribution of respondents based on gender can be seen in the following table:

Table 1. Characteristics of Respondents Based on Gender			
No	Gender	Frequency	Percentage
1	Male	30	52,6%
2	Female	27	47,4%
Total		57	100%

Source: Data Research (2024)

In Table 1, it can be seen that the majority of employees at the SEA Today company are 30 men with a percentage of 52.6%, while there are 27 women with a percentage of 47.4%.

Characteristics of Respondents Based on Age

The next characteristic of respondents is based on the age of the employees who work at the SEA Today company. It can be seen in the following table.

Table 2. Characteristics of Respondents Based on Age

No	Age	Frequency	Percentage
1.	< 30 years	32	56,1%
2.	31-40 years old	23	40,4%
3.	41-50 years old	2	3,5%
4.	> 50 years	-	-
Total		57	100%

Source: Data Research (2024)

The table above shows that 32 people or 56.1% of respondents were < 30 years old, 23 people or 40.4% of respondents were 31-40 years old, and 2 people, or 3.5% of respondents were 41-50 years old. Thus, most of SEA Today's employees are of productive age.

Characteristics of Respondents Based on Education

Characteristics of respondents based on education. This data is needed to find out the latest education of employees working at the SEA Today company.

Table 3. Characteristics of Respondents Based on Education

No	Education	Frequency	Percentage
1.	SMA	4	7%
2.	D3	-	-
3.	S1	51	89,5%
4.	S2	2	3,5%
Total		57	100%

Source: Data Research (2024)

The table shows that 4 people or 7% of respondents have a high school education (SMA), 51 people or 89.5% have a bachelor's degree (S1), and 2 people, or 3.5% of respondents have a master's degree (S2). By the job characteristics of SEA Today employees, the largest number of employees have a bachelor's degree (S1).

The validity test will test each statement item in the research instrument by looking at the r_{count} and r_{table} columns. If the r_{count} value is greater than the r_{table} then the statement is declared valid. The r_{table} value at the 5% significance level is 0.256, with a population and sample of 57, and the calculated r_{count} must be greater than 0.256. This indicates that the statement item is valid.

In this research, the validity test for the work-life balance variable (X_1) was carried out with a r_{table} of 0.256. The results of the validity test can be seen in the following table.

Table 4. Work-Life Balance Validity Test

Statement	r count	r table	Description
X1.1	0,785	0,256	Valid
X1.2	0,842	0,256	Valid
X1.3	0,861	0,256	Valid
X1.4	0,764	0,256	Valid
X1.5	0,817	0,256	Valid

X1.6	0,832	0,256	Valid
X1.7	0,809	0,256	Valid
X1.8	0,753	0,256	Valid
X1.9	0,749	0,256	Valid
X1.10	0,707	0,256	Valid

Source: Data Research (2024)

In Table 4, it can be seen that the validity of the 10-item statements for variable X1 (work-life balance) was tested, and all items were declared valid because the r_{count} was greater than the r_{table} .

The assessment of the validity of the questionnaire for the Work Environment variable (X_2) consists of 10 statements which were tested with a r_{table} of 0.256. The results of the validity assessment for variable X2 in this study can be seen in the following table.

Table 5. Work Environment Validity Test

Statement	r count	r table	Description
X1.1	0,757	0,256	Valid
X1.2	0,725	0,256	Valid
X1.3	0,822	0,256	Valid
X1.4	0,810	0,256	Valid
X1.5	0,793	0,256	Valid
X1.6	0,816	0,256	Valid
X1.7	0,454	0,256	Valid
X1.8	0,678	0,256	Valid
X1.9	0,620	0,256	Valid
X1.10	0,815	0,256	Valid

Source: Data Research (2024)

Based on the table above, it can be stated that all items of variable X_2 are declared valid because the r_{count} is greater than the r_{table} .

The Job Satisfaction variable has 8 question items, where the results with r_{table} are 0.256. The following is a table of the results of the validity test for variable Y.

Table 6. Job Satisfaction Validity Test

Statement	r count	r table	Description
X1.1	0,763	0,256	Valid
X1.2	0,743	0,256	Valid
X1.3	0,610	0,256	Valid
X1.4	0,669	0,256	Valid
X1.5	0,702	0,256	Valid
X1.6	0,709	0,256	Valid
X1.7	0,779	0,256	Valid
X1.8	0,694	0,256	Valid

Source: Data Research (2024)

The table shows that all statements for the variable Y (Job Satisfaction) are valid, and the r_{count} is greater than the r_{table} .

Reliability testing was carried out using Cronbach's Alpha method. If the Cronbach's Alpha value is greater than 0.600, it can be concluded that the questionnaire is reliable and can be analyzed further. Based on the results of the reliability test on the questionnaire given to respondents, the following results were obtained.

Table 7. Work-Life Balance Reliability Test

Cronbach's Alpha	N of Items
.933	10

Source: Data Research (2024)

In testing the reliability of the questionnaire items, Cronbach's Alpha results were obtained at 0.933 and greater than 0.600, so it can be concluded that the questionnaire items for the work-life balance variable (X1) in this study are reliable.

The results of the reliability test for the work environment variable (X2) in this research can be seen in the following table.

Table 8. Work Environment Reliability Test

Cronbach's Alpha	N of Items
.896	10

Source: Data Research (2024)

The results of the reliability test on the questionnaire items for the Work Environment variable (X₂) show a Cronbach's Alpha value of 0.896, which is greater than 0.600. Based on these results, it can be concluded that the questionnaire items in this study have high reliability.

The results of the reliability test for the job satisfaction variable (Y) in this research can be seen in the following table.

Table 9. Job Satisfaction Reliability Test

Cronbach's Alpha	N of Items
.849	8

Source: Data Research (2024)

The results of the reliability test on the questionnaire items for the Job Satisfaction (Y) variable show a Cronbach's Alpha value of 0.849, which is greater than 0.600. Based on these results, it can be concluded that the questionnaire items in this study have high reliability.

The normality test was carried out using the Kolmogorov-Smirnov (K-S) method to determine whether the data distribution was normal or not. Data is considered normally distributed if the K-S value is greater than 0.05.

Table 10. K-S Method Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.46762962
Most Extreme Differences	Absolute	.113
	Positive	.087
	Negative	-.113
Test Statistic		.113
Asymp. Sig. (2-tailed)		.067

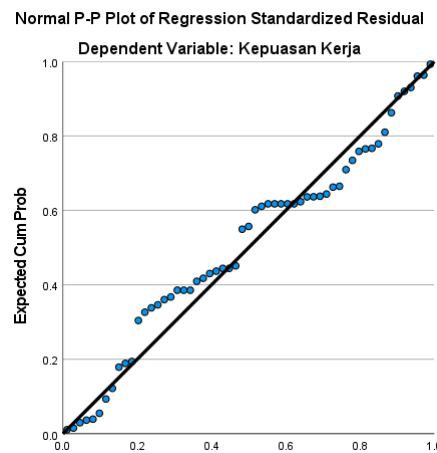
a. Test distribution is Normal.

b. Calculated from data.

Source: Data Research (2024)

The results of the normality test using the Kolmogorov-Smirnov (K-S) method show that the data follows a normal distribution and the output results state that Kolmogorov-Smirnov is significant $0.067 > 0.05$.

The following is a normality test using the P-Plot method:



Source: Data Research (2024)

Figure 1. P-Plot Graph

Figure 1 shows that the data spreads along a diagonal line and follows the direction of the diagonal line. This shows that the pattern is normally distributed, so it can be concluded that the regression meets the normality assumption.

The multicollinearity test aims to determine a strong correlation between independent variables that are close to perfect. The following are the results of the multicollinearity test.

Table 11. Multicollinearity Test

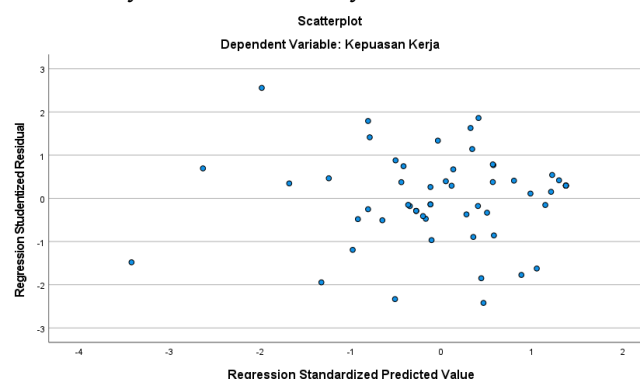
Coefficients ^a					
		Unstandardized Coefficients		Collinearity Statistics	
Model		B	Std. Error	Tolerance	VIF
1	(Constant)	8.184	2.204		
	Work-Life Balance	.318	.069	.470	2.128
	Work Environment	.304	.074	.470	2.128

a. Dependent Variable: Job Satisfaction

Source: Data Research (2024)

It is known that the VIF value is 2.128, all independent variables (X_1 and X_2) $< 10,000$. Based on the criteria in decision-making, it can be concluded that there is no multicollinearity.

The heteroscedasticity test aims to test whether, in the regression model, there is an inequality of variance from the remainder of one observation to another observation. The results of the heteroscedasticity test in this study are as follows.



Source: Data Research (2024)

Figure 2. Heteroscedasticity Test Scatterplot Method

The output results from scatterplots show that the dots are spread above and below or around the number 0. The dots are spread out and do not gather at the top, and the distribution of the dots has no pattern. It can be concluded that there is no heteroscedasticity problem so an ideal and good regression model can be fulfilled.

Multiple regression analysis is an analysis where the dependent variable (Y) is explained or connected by independent variables (X1 and X2) and still shows a linear diagram. The following are the results of multiple regression analysis.

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 8.184 + 0.318X_1 + 0.304X_2$$

Table 12. Multiple Regression Analysis

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.184	2.204		3.714	.000
	Work-Life Balance	.318	.069	.482	4.601	.000
	Work Environment	.304	.074	.431	4.109	.000

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.849 ^a	.721	.711	2.513

a. Predictors: (Constant), Work Environment (X2), Work-Life Balance (X1)

Source: Data Research (2024)

A constant of 8.184 means that the consistent value of the job satisfaction variable is 8.184. The regression coefficient regression coefficient X2 (work environment) of 0.304 states that for every 1% increase in the value of the work environment, the value increases. The regression coefficient is positive so it can be said that the direction of influence of variables X1 and X2 on Y is positive. Decision-making in Multiple regression tests:

- R Square is 0.721, which means that the influence of the independent variables (Work-Life Balance and Work Environment) on the dependent variable (Job Satisfaction) is 72.1%.
- It is known that the calculated f_{count} is $69.777 > f_{\text{table}}$ (3.17) using the formula $df = n - k - 1$ ($57 - 2 - 1 = 54$) with a significance level of $0.001 < 0.05$.

The regression model can be used to predict the job satisfaction variable or in other words, there is an influence of the work-life balance (X1) and work environment (X2) variables on job satisfaction (Y).

This test is used to determine the level of correlation between the independent variables (X1 and X2) and the dependent variable (Y) in multiple linear regression. The coefficient of determination (R^2) shows how much the independent variable contributes to the dependent variable. The following are the results of the R^2 test.

Table 13. Coefficient of Determination Test (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.849 ^a	.721	.711	2.513

a. Predictors: (Constant), Work Environment (X2), Work-Life Balance (X1)

Source: Data Research (2024)

R-value is 0.849, so the relationship between work-life balance (X1) and work environment (X2) on job satisfaction (Y) is 0.849. The R Square value is 0.721. So, variables X1 (work-life balance) and X2 (work environment) have a simultaneous effect of 72.1%.

T-test is used to see the significance of the independent variables (X1 and X2) influencing the dependent variable (Y) which is carried out partially or individually. The following are the results of the t-test calculation.

Table 14. T Test

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.184	2.204		3.714	.000
	Work-Life Balance	.318	.069	.482	4.601	.000
	Work Environment	.304	.074	.431	4.109	.000

Source: Data Research (2024)

Work-Life Balance (X₁)

T-test results show that the calculated t_{count} for the work-life balance variable (X1) is 4.601, while the t_{table} is 2.005. Because the t_{count} is greater than the t_{table} ($4.601 > 2.005$), it can be concluded that the variable X1 has a partial positive and significant influence ($0.000 < 0.05$) on employee job satisfaction at SEA Today. Can be concluded that:

H1: There is an influence of Work-Life Balance on Employee Job Satisfaction

Work Environment (X₂)

T-test results show that the calculated t_{count} for the work environment is 4.109, while the t_{table} is 2.005. Because the t_{count} is greater than the t_{table} ($4.109 > 2.005$), it can be concluded that the work environment has a partial positive and significant influence ($0.000 < 0.05$) on employee job satisfaction at SEA Today. Can be concluded that:

H2: There is an influence of the work environment on employee job satisfaction

F-test or simultaneous test aims to test whether the hypothesis explaining work-life balance (X1) and work environment (X2) has a significant influence on job satisfaction (Y) at SEA Today. If the calculated f_{count} is greater than f_{table} , then the hypothesis is accepted. Meanwhile, if the calculated f_{count} is smaller than the f_{table} , then the hypothesis is rejected. The results of the f test can be seen based on the level of significance, if the calculated probability value is less than 0.05, then the hypothesis is accepted, if the calculated probability value is more than 0.05 then the hypothesis is rejected. The following is a table of test results.

Table 15. F Test

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	881.251	2	440.625	69.777	.000 ^b
Residual	340.995	54	6.315		
Total	1222.246	56			

a. Dependent Variable: Job Satisfaction (Y)

b. Predictors: (Constant), Work Environment (X2), Work-Life Balance (X1)

Source: Data Research (2024)

F-test analysis using SPSS version 27 shows that the calculated f value is 69.777 and the probability is 0.000. Based on these results, it can be concluded that the calculated f_{count} is greater than the f_{table} simultaneously so that the independent variables have a positive and

significant influence on the dependent variable. With a significance level of $\alpha = 0.05$ and a f_{table} value of 3.17, the calculated f_{count} is 69.777 greater than the f_{table} . Thus, the variables work-life balance (X1) and work environment (X2) have an influence and significance on the variable job satisfaction (Y).

H3: There is an influence of Work-Life Balance and Work Environment on Employee Job Satisfaction

3.2. Discussion

The Influence of Work-Life Balance on Employee Job Satisfaction at the SEA Today Company

The results of this research show that the work-life balance variable has a positive and significant effect on the job satisfaction variable. This can be proven from the results of the t-test which explains that the calculated t_{count} is greater than the t_{table} ($4.601 > 2.005$) with a significance value of 0.000 which means it is smaller than 0.05 or $0.000 < 0.05$ (Sugiyono, 2016). It can be interpreted that H1 has a partial influence on the work-life balance variable on job satisfaction. The multiple linear regression test also produces a positive value for the work-life balance variable is 0.318 (31.8%), which means that the work-life balance variable and the job satisfaction variable are directly proportional, where if the work-life balance value increases, the job satisfaction value will also increase.

This research is in line with research which proves that work-life balance has a positive and significant effect on job satisfaction (Pratama & Setiadi, 2021). Most employees agree that their balance between work life and outside work (work-life balance) has reached a fairly good level. The higher the work-life balance, the higher the satisfaction with the job.

The Influence of Work Environment on Employee Job Satisfaction at the SEA Today Company

The results of this research show that work environment variables have a positive and significant effect on job satisfaction variables. This can be proven from the results of the t-test which explains that the calculated t_{count} is greater than the t_{table} ($4.109 > 2.005$) with a significance value of 0.000 which means it is smaller than 0.05 or $0.000 < 0.05$ (Sugiyono, 2017). It can be interpreted that H2 has a partial influence on the work-life balance variable on job satisfaction. In the coefficient of determination test, the result obtained was 0.711, explaining that the variation that occurred in the job satisfaction variable was 71.1%, which was determined by the work environment variable.

This research is in line with research which proves that the work environment has a positive and significant effect on job satisfaction (Pitoyo & Handayani, 2022). A good and supportive work environment will make employees more comfortable with their work and increase job satisfaction among employees.

The Influence of Work-Life Balance and Work Environment on Employee Job Satisfaction at the SEA Today Company

The results of this research show that the work-life balance and work environment variables simultaneously have a positive and significant effect on employee job satisfaction. This can be proven by the f test which has a calculated f_{count} greater than f_{table} ($69.7777 > 3.17$) with a significance value of 0.000 which is smaller than 0.05 which means that

simultaneously there is a positive and significant influence between work-life balance and work environment on employee job satisfaction at the SEA Today company.

The results of this research are in line with research which proves that work-life balance and the work environment simultaneously have a positive and significant effect on job satisfaction (Murwida, 2021; Aliya & Saragih, 2020). The higher the work-life balance and work environment, the higher the job satisfaction of employees.

4. Conclusion

Based on the results of the analysis and discussion regarding the Influence of Work-Life Balance and the Work Environment on Job Satisfaction among SEA Today employees, a conclusion can be drawn, namely, the results show that the work-life balance variable has a positive and significant effect on the job satisfaction of SEA Today company employees. This was obtained from the t-test calculation which showed a significant level of 0.000, which means that 0.000 is less than 0.05 and the calculated t_{count} (4.601) is greater than the t_{table} (2.005).

Work environment variables have a positive and significant effect on the job satisfaction of SEA Today employees. This was obtained from the t-test calculation which showed a significant level of 0.000, which means that 0.000 is less than 0.05 and the calculated t_{count} (4.109) is greater than the t_{table} (2.005).

The significant value for the influence of work-life balance and the work environment on the job satisfaction of SEA Today company employees is $0.000 < 0.05$ and $f_{\text{count}} 69,777 > f_{\text{table}} 3.17$, which means that simultaneously there is a positive and significant influence between the variables work-life balance and work environment on satisfaction employee work at the SEA Today company.

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