

EXPLORING THE IMPACT OF WORKLOAD, WORK-LIFE BALANCE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE: A QUANTITATIVE STUDY

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BACKGROUND :

This study aims to examine the urgent impact of workload, work-life balance, and work environment on employee performance at PT. Bumi Karsa, Makassar. Given the critical nature of these factors in shaping employee productivity and well-being, a quantitative approach was employed for this research.

METHOD :

The study specifically targeted 58 indoor employees at the company's headquarters. The findings underscore the significant and positive influence of workload, work-life balance, and work environment on employee performance at PT. Bumi Karsa, Makassar.

RESULTS & DISCUSSION:

Through comprehensive regression analysis, hypothesis testing revealed an R value of 0.739, indicating a robust relationship where these factors collectively account for 73.9% of the variance in employee performance, surpassing the 50% threshold considered substantial in such studies. Furthermore, ANOVA testing demonstrated a significance level of 0.000, well below the conventional threshold of 0.05, thereby affirming the validity and reliability of the regression model.

CONCLUSION :

The results of this study highlight the crucial role of workload, work-life balance, and work environment in enhancing employee performance. The positive and substantial impact of these factors suggests that PT. Bumi Karsa should prioritize optimizing these aspects to improve employee productivity and satisfaction. Effective management strategies addressing workload, promoting a healthy work-life balance, and creating a supportive work environment can lead to significant improvements in performance. The study's robust findings offer valuable insights for organizational policies and practices, aiming to foster a more productive and engaged workforce.

KEYWORDS : Workload, Work-Life Balance, Work Environment, Employee Performance