

Exploring the Impact of Workload, Work-Life Balance, and Work Environment on Employee Performance: A Quantitative Study

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Abstract. 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. 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. 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 significant level of 0.000, well below the conventional threshold of 0.05, thereby affirming the validity and reliability of the regression model.

Keywords: Employee performance, Workload, Work-life balance, Work environment

