

# Work-Life Balance of Employees at the Department Of Transportation of the Special Region of Yogyakarta In Terms Of Their Workload

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**ABSTRACT:** The employees at the Department of Transportation of the Special Region of Yogyakarta are experiencing an imbalance in their work-life balance due to heavy workloads and irregular working hours, particularly in specific departments with pressing tasks, leading to many employees working overtime. This situation results in heightened stress levels and physical and mental exhaustion, which can negatively impact employee productivity and long-term well-being. The primary objective of this study is to investigate the impact of workload on work-life balance among employees at the Department of Transportation of the Special Region of Yogyakarta. A quantitative research approach was employed, involving the distribution of questionnaires to 44 employees at the Department of Transportation of the Special Region of Yogyakarta as survey participants. The study's findings reveal a significant correlation between workload and work-life balance, with a significance level of 0.001 ( $p < 0.05$ ). The study indicates that as workload increases, the level of work-life balance among employees decreases. The sampling method utilized was non-probability sampling with a purposive sampling technique. Data collection involved using a psychological workload scale based on dimensions proposed by Reid and Nygren (1988), while the work-life balance scale was developed following the aspects suggested by Fisher et al. (2009). Workload contribution to work-life balance is 25%. The psychological stress load dimension significantly contributes to workload (25.91%). Based on the categorization results, most respondents (93.2%) were in the medium workload and work-life balance category.

**KEYWORDS:** Employees of The Transportation Department, Work Life Balance, Workload

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## I. INTRODUCTION

Human resources are one of the most important elements in a company or institution, as their potential determines the success of that organization. Therefore, human resources must be managed optimally, and all their rights must be fulfilled. It is also crucial for companies or institutions to consider the workload and work-life balance when assigning tasks to employees, so they can maintain their performance (Nurwahyuni, 2019). Additionally, balancing work and personal life, known as work-life balance, is an essential factor that organizations must consider when managing human resources, as high job demands often come at the expense of personal time (Westman et al., 2009). In 2021, a survey of more than 9,000 workers in the UK showed that 65% of employees preferred to prioritize work-life balance over salary and benefits. A similar trend occurred in the U.S., where 63% of the 4,000 respondents in the 2022 FlexJobs Career Survey stated that they valued work-life balance more than higher pay (Morgan, 2023). Meanwhile, according to a study released by SEEK, the parent company of JobStreet, 43% of workers in Indonesia reported that work-life balance was their top priority when choosing a job.

The efforts made by individuals to balance two or more roles related to time, energy, goal achievement, and pressure are referred to as work-life balance (Fisher et al., 2009). The term work-life balance refers to individuals who spend sufficient time at work while also dedicating enough time to other activities, such as family, hobbies, and community involvement (Smith, 2010). Essentially, work-life balance is about helping individuals manage their responsibilities at work and in their personal lives (Kurmayeva et al., 2014). When individuals can balance their time and energy between work and personal life, they tend to be more satisfied and have better psychological well-being (Westman et al., 2009). However, an imbalance between work and personal life can lead to various physical and mental health issues. This imbalance often causes individuals to spend too much time at work, reducing time for personal activities, which leads to stress, lower life satisfaction, deteriorating health, and decreased productivity and performance (Groner, 2018). On the other hand, excessive workloads negatively affect employee health, while insufficient workloads result in company inefficiency, as described in a study by Arifin & Destriana (2016). In this context, Koesomowidjojo (2017) states that workload is any task assigned to human resources to be completed within a specific timeframe. Studies show that long working hours increase the risk of heart attacks and diabetes (Musa & Surijadi, 2020).

Excessive workloads also become a significant source of stress for employees, which can negatively impact both their mental health and workplace performance (Mahawati et al., 2021). The Yogyakarta Special Region Department of Transportation is a government agency with significant responsibilities in managing, regulating, and overseeing transportation while ensuring smooth and safe traffic flow. These responsibilities often require quick responses and long working hours, which can disrupt the balance between employees' work and personal lives. This issue is particularly felt by employees working in divisions with heavy workloads and irregular hours. Many employees frequently have to work overtime into the night or bring work home, sacrificing their personal time for rest or family gatherings. This aligns with research by Prowse & Prowse (2015), which states that work-life balance refers to the level of satisfaction related to managing multiple roles in a person's life. For instance, in jobs that require full-time or overtime work, employees may not have enough time for their families. This often leads to risks that can decrease their performance due to the excessive workload and the inability to maintain a healthy balance between work and personal life (Ambar et al., 2023). This condition can lead to physical and mental fatigue, negatively impacting long-term productivity and health. Ratna Sari et al.'s (2023) research supports these findings, showing that a heavy workload can disrupt the quality of employees' work and personal life. Achieving an ideal balance between work and family responsibilities is important so that employees do not feel that something in their life is being sacrificed. From the phenomena observed in the field, it is evident that the high workload at the Department of Transportation of the Special Region of Yogyakarta often disrupts the balance between the employees' work and personal life. Therefore, this study aims to analyze the impact of workload on work-life balance among employees of the Department of Transportation of the Special Region of Yogyakarta. This research is expected to provide deeper insights into how workload affects the balance between work and personal life, as well as its implications for employee well-being and performance.

## II. RESEARCH METHODS

The research method used is a quantitative method. The quantitative method emphasizes analysis based on quantitative data (numbers) collected through measurement procedures and processed using statistical analysis methods (Azwar, 2022). In this study, the Slovin formula was used, resulting in data from 44 employees out of the 80 employees in the Department of Transportation of the Special Region of Yogyakarta. The sampling technique used in this study is non-probability sampling with a purposive sampling method. According to Sugiyono (2013), purposive sampling is a sampling technique based on certain considerations. The researcher used purposive sampling because the population being studied is limited to the scope of the Department of Transportation of the Special Region of Yogyakarta. The data collection technique used in this study employs a questionnaire. In this research, the instrument utilized consists of two scales: the first scale measures workload, adapted from the theory of Reid & Nygren (1988). This scale uses three dimensions: time load, mental effort load, and psychological stress load. The second scale is the work-life balance scale, which is structured based on aspects adapted from the theory proposed by Fisher et al. (2009). This scale incorporates four aspects: Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Work Enhancement of Personal Life (WEPL), and Personal Life Enhancement with Work (PLEW). Each variable in this study is measured using a Likert scale, where responses are scored using four (4) alternative answers, with the meaning of each score ranging from 1= Strongly Disagree (STS) to 4= Strongly Agree (SS). The data analysis technique used in this study involves analyzing the data obtained from the field using the scale to draw conclusions through assumption testing. The research conducted by the researcher falls under a hypothesis testing the influence between the two variables. In this case, the researcher employs simple linear regression analysis. Simple linear regression is used to assess the impact of one independent variable on one dependent variable (Siregar, 2013). For the regression test, the researcher utilizes SPSS Statistics 25 software.

## III. RESULTS AND DISCUSSION

**Description Subject :** The respondents in this study are employees at the Department of Transportation of the Special Region of Yogyakarta. As a result of distributing the scale to the employees of the Department of Transportation of the Special Region of Yogyakarta, a total of 44 respondents were obtained.

Gender	Sum	Presentase
Male	23	52,3%
Female	21	47,7%
<b>TOTAL</b>	<b>44</b>	<b>100%</b>

In the calculations presented in the table above, the data collected based on gender shows that out of the 44 respondents, 52.3% are male, totaling 23 employees, and 47.7% are female, totaling 21 employees.

**Assumption Test**

**a. Normality Test**

Variable	Shapiro Wilk (Sig.)
Workload (X)	0,673
Work Life Balance (Y)	0,090

It indicates that the significance value of the Shapiro-Wilk normality test for the workload variable is 0.673. In this case, the significance value is > 0.05, which means the data is normally distributed. For the work-life balance variable, the significance value is 0.090, indicating normal distribution since it is also > 0.05. Therefore, the research data will be further analyzed using simple linear regression analysis techniques.

**b. Linearity Test**

Work Life Balance* Workload		df	F	Sig.
	(Combined)	17	1,378	0,225
	Linearity	1	12,346	0,002
	Deviation from Linearity	16	0,692	0,776

Based on the data presented in the table above, the results of linearity indicate a significance value for Deviation from Linearity of 0.776 ( $p > 0.05$ ). Therefore, it can be concluded that the variables studied have a linear relationship between workload and work-life balance.

**Hypothesis Testing**

Model	Unstandardized Coefficients		T	Sig.
	B	Std. Error		
(Constant)	105,237	7,339	14,339	0,000
Workload	-0,352	0,094	-3,740	0,001

Based on the results of the hypothesis test, the significance value for workload is 0.001, which is < 0.05. Therefore, the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted. The calculated t-value is -3.740, while the t-table value is -0.352. Since the calculated t-value > t-table value, it can be stated that there is an effect. Based on these results, it can be concluded that this study indicates a significant impact of workload on work-life balance among employees of the Department of Transportation of the Special Region of Yogyakarta.

**Workload Contribution Table**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.500 <sup>a</sup>	0,250	0,232	5,342

The table indicates that the R Square value is 0.250. This value suggests that the contribution of workload to work-life balance among employees of the Department of Transportation of the Special Region of Yogyakarta is 0.250. Therefore, workload has an impact on work-life balance at a rate of 25%. The B value of -0.352 indicates that the effect of workload on work-life balance is negative. This means that as the workload increases, the level of work-life balance decreases.

**Advanced Test :** Every study that uses quantitative methods needs to determine the effective contribution of each aspect of the independent variable to the dependent variable through advanced testing. Therefore, it is essential to understand the effective contribution of each aspect of workload to work-life balance. The values from the advanced testing can be found in the table below:

**Advanced Test R Square Table :**

R	R Square
0,579	0,335

The R Square value shown in the table above is 0.335, or 33.5%.

**Donation Table Effective Every Workload Dimensions**

Dimension	b	Cross product	Regression	Total Effective Contribution	Effective Contribution
Time Load	-0,015	-254,909	535,911	33,5%	0,24%
Mental Effort Load	-0,358	-329,136			7,37%
Psychological Stress Load	-0,743	-557,818			25,91%

The researcher can calculate the effective contribution of each dimension of the independent variable to the dependent variable. Therefore, the effective contribution of each dimension of workload to work-life balance is as follows: the contribution of the time load dimension is 0.24%, the contribution of the mental effort load dimension is 7.37%, and the contribution of the psychological stress load dimension is 25.91%.

**IV. DISCUSSION**

This study was conducted to determine the effect of workload on work-life balance among employees of the Department of Transportation of the Special Region of Yogyakarta. Using simple regression analysis, it was found that workload significantly affects work-life balance with a negative relationship, meaning that as workload increases, work-life balance decreases. Conversely, if work-life balance improves, it is typically when workload is low. The effect of workload on work-life balance is 25%, while the remaining 75% is influenced by other factors such as personality characteristics, family, and attitudes (Schabracq et al., 2003). Among the dimensions of workload, the psychological stress load dimension has the largest contribution compared to the other dimensions. This research was conducted on 44 employees out of a total population of 80 employees, indicating that most respondents fall into the moderate category for both workload and work-life balance. The impact of workload on work-life balance at 33.5% demonstrates that to achieve work-life balance, each worker must maintain a balance of time so that workload decreases. This is supported by research from Ganapathi (2016), which found that time balance influences employee job satisfaction. This study is limited to employees in a single location, so the results cannot be generalized broadly. Nevertheless, this research, which involved direct data collection, allowed the researcher to gain a deeper understanding of the real conditions in the field. These findings are supported by previous studies that also show a negative correlation between workload and work-life balance.

**V. CONCLUSION AND SUGGESTIONS**

**Conclusion :** Based on the results of the research conducted, it can be concluded that workload has a significant effect on work-life balance. Additionally, the results from the regression analysis indicate that workload has a negative and significant impact on work-life balance. In this case, the simple regression results show a significance level for workload of 0.001 (<0.05), indicating that as workload increases, the level of work-life balance perceived by employees decreases. This is demonstrated by the calculated t-value of -3.740. Meanwhile, the contribution of workload to work-life balance is 25% or 0.250. From the effective contribution test, it was found that the dimension of psychological stress load provides the largest contribution to workload at 25.91%. Based on the categorization results, the workload scale is predominantly in the moderate category, with a percentage of 93.2%, totaling 41 respondents. Similarly, the categorization of the work-life balance scale is also predominantly in the moderate category, with a percentage of 93.2%, totaling 41 respondents.

**Suggestion**

1. For the Department of Transportation of the Special Region of Yogyakarta. The Department of Transportation of the Special Region of Yogyakarta should conduct regular evaluations

of the workloads assigned to employees. This can be achieved by balancing the distribution of tasks and providing additional support for employees who feel overwhelmed.

2. For Employees

Employees of the Department of Transportation of the Special Region of Yogyakarta are encouraged to develop effective time management skills to complete tasks efficiently while ensuring they have sufficient time for personal and family activities.

3. For Future Researchers

Future researchers are encouraged to conduct studies in various institutions or locations to obtain a wider variety of data, enriching the findings and allowing for broader generalization of the results. Additionally, this research is expected to serve as a reference for subsequent studies aiming to explore other aspects of workload and work-life balance in the public sector or other sectors.

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